

WHAT THE SOLDIER THINKS

A Digest of War Department Studies on the Attitudes
of American Troops



Periodical Publication of the

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CANCELLATION OF SECURITY CLASSIFICATION

In accordance with the provisions of paragraph 15, AR 380-5, the security classification was removed from "What the Soldier Thinks" (issues identified as Report 46 and Report 58) by authority of the Director, Information and Education Division, ASF, on 21 September 1945. The security classification was removed from the later issues of this publication on 5 October 1945 (See Sec IV, WD Circular 305, 5 October 45).

This publication was issued at the direction of the Chief of Staff for the purpose of presenting to unit commanders in as simple and interesting a fashion as possible information on the attitudes and morale problems of troops likely to be of value to those performing command and leadership functions. Selection and presentation of materials were guided by this purpose. These publications do not contain technical research reports.

By Auth. of Dir., Inf. & Ed. Div., A.S.P.

By *D. D. B.*
21 Sep. 45

WHAT THE SOLDIER THINKS

Digest, with Charts, of a
Year's Research Studies
Indicating the Attitudes,
Prejudices and Desires of
American Troops



SPECIAL SERVICE DIVISION
RESEARCH BRANCH

SERVICES OF SUPPLY, WAR DEPARTMENT
WASHINGTON, D. C.

CONFIDENTIAL

WHAT THE SOLDIER THINKS

*REVIEW, WITH CHARTS, OF A YEAR'S RESEARCH STUDIES
INDICATING THE ATTITUDES, PREJUDICES AND DESIRES
OF AMERICAN TROOPS*

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By D.D.B.

Date 21 SEPT. '45

BACKGROUND

With a new Army in process of formation, first steps were taken, last year, to probe underlying factors affecting morale.

The Special Service Division cooperated with G-2 in exploring methods of applying latest research techniques to the Army's new problems.

That was in August, 1941.

Three months later, the Research Branch of Special Service was established to handle this work, and a memorandum suggesting a test study at one camp was presented to the Chief of Staff.

General Marshall directed that the study be made.

The test survey was made in the Ninth Division, Fort Bragg, North Carolina.

It was started on the day after Pearl Harbor.

After the findings of this first project were presented, directives were issued which placed Research operations on a permanent basis.

The review that follows is designed to give brief operating details and a digest of the most important of the projects completed during the past year.

23 May 1946

OBJECTIVES

Simply stated, the major objectives of the Research Branch of the Special Service Division were established as follows:

1. To provide continuing information to the General Staff on the state of morale in the Army, at home and abroad.
2. To provide special information to various branches of the War Department on their own activities and problems, as a guide to future operations and policy.
3. To provide the Director of Special Service with continuing information pertinent to his Division's activities.

METHOD

The staff of the Research Branch is composed of Army officers who are specialists in this field, together with a number of civilians from leading universities and from commercial life.

Techniques have been developed, tested and adjusted to fit the Army's problems.

The basic steps in conducting a study are as follows:

1. The questionnaire is prepared in consultation with the War Department Branches immediately concerned. All details are worked out in advance.
2. The questionnaire is pre-tested on smaller groups to make certain that the questions are meaningful and understandable to the enlisted men.
3. The project is cleared for action with the Commanding Officer where the study is to be made.
4. The number of men to be surveyed is set sufficiently large to insure statistically reliable findings.
5. The men to be surveyed are selected to insure as true a cross-section as possible.
6. The men are assembled in class rooms or mess halls, where they themselves--in absolute anonymity--fill in their questionnaires. No officers are present, the classes being conducted by trained enlisted men. The questionnaires bear no names, serial numbers, or other personal identification. Ordinarily, illiterates, or men of very low intelligence are interviewed personally by trained enlisted men.

Other techniques, of course, are employed from time to time to fit special needs.

RESULTS

During the past year, the Research Branch of the Special Service Division has directed 15 major field surveys, and numerous smaller studies. Included were:

1. Planning Surveys -- intensive studies of selected divisions.
2. Panel Surveys -- representing cross-sections of the entire Army in the U.S.A.
3. Scientific Field Experiments -- with carefully controlled small groups.

Many of these studies, aimed to seek answers to specific problems, have been at the request of, and in cooperation with, the various arms and services.

Other studies have been of more general nature, designed to aid in formulating policy.

More than a thousand separate questions have been asked of troops representing 63 different camps in the U.S.A. Thus far, studies outside Continental United States have included only Great Britain, Alaska and Bermuda. Both at home and abroad, Commanding Officers and their troops have been cooperative.

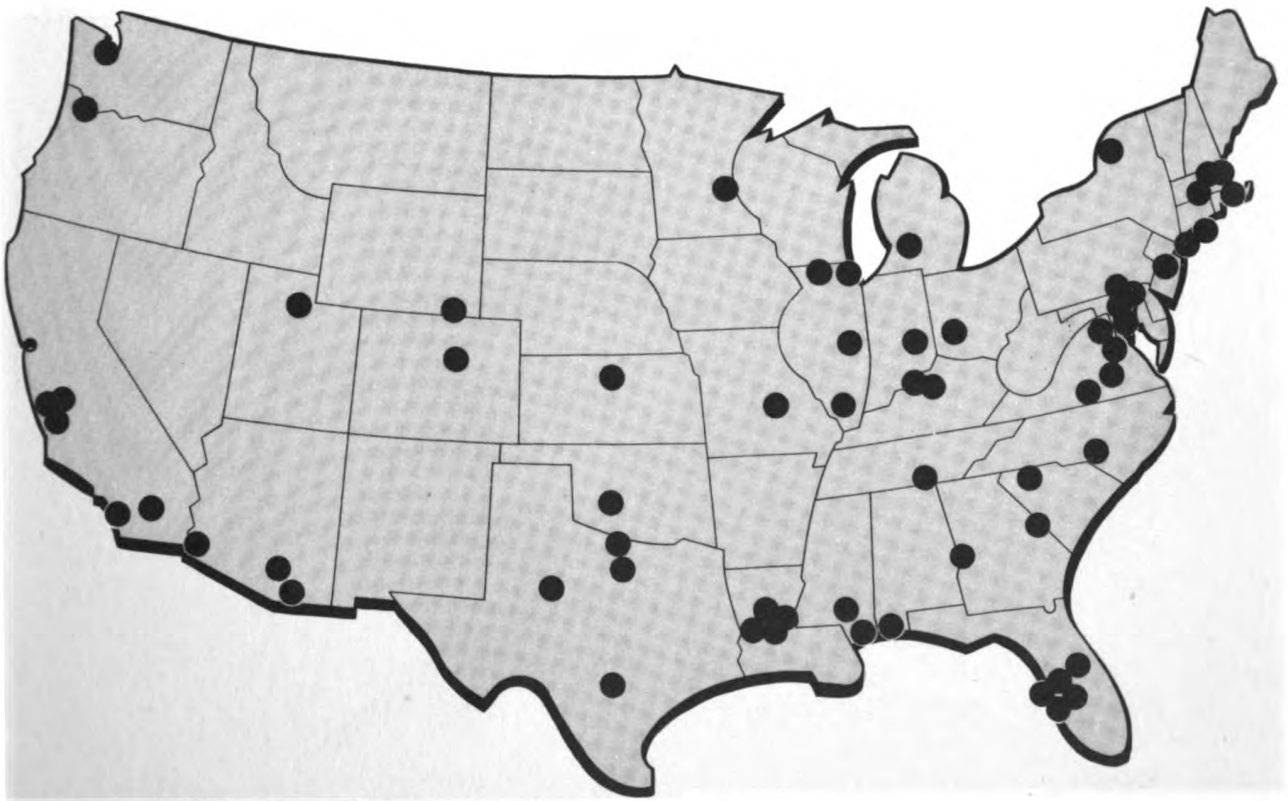
Findings have been frankly stated in the reports. No attempt is made to elaborate the facts or give recommendations.

Whenever possible, studies are of a continuing nature, in order that findings keep step with changing conditions.

It is believed that information revealed by these reports has been helpful in the operation of various programs within the Army.

Obviously, they have been an invaluable guide to the branches of the Special Service Division.

LOCATION OF CAMPS WHERE RESEARCH SURVEYS HAVE BEEN CONDUCTED



IN ADDITION SURVEYS HAVE BEEN MADE IN GREAT BRITAIN, ALASKA AND BERMUDA.

BEFORE REVIEWING THE RESEARCH
PROJECTS INDIVIDUALLY, IT IS
IMPORTANT TO CONSIDER THE NEW
KIND OF "RAW MATERIAL" MAKING
UP OUR ARMY — AN ARMY WHICH
FRANKLY REVEALS ITS ATTITUDES
AND INTERESTS ON MANY SUBJECTS
OF IMPORTANCE . . .

WHAT KIND OF "RAW MATERIAL" MAKES UP THE MANPOWER OF TODAY'S ARMY?

A comparison of the educational levels of today's Army with that of the last war reveals they are vastly different.

In World War I, only 20% of the Selectees had gone beyond grade school.

Today, the figure has jumped to 67%.

Today, there are nearly 3 times as many college men in the ranks, and 5 times as many high school graduates as in 1917.

Today's soldier is not the same as the "1916-18 model."

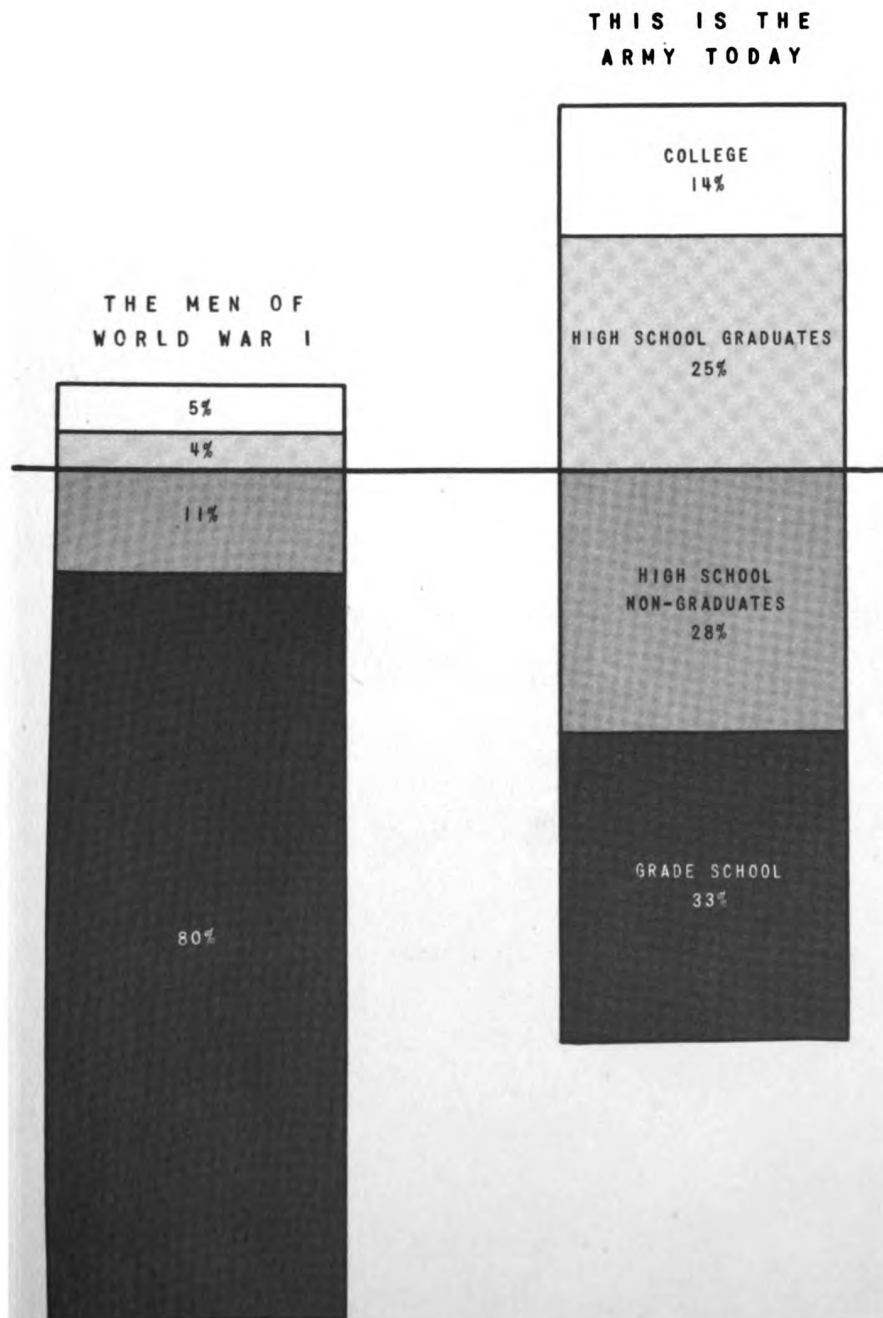
Just as the machine age has revolutionized the mechanical nature of war, so have social changes tended to transform the manpower of war.

This is also evidenced in the surveys, which reveal marked differences in reactions between the better educated and the less educated in today's new Army.

Obviously, the problems of World War II cannot be viewed through the spectacles of World War I. Their solution calls for new techniques.

THE SOLDIER IN THE ARMY TODAY DIFFERS FROM THE SOLDIER OF WORLD WAR I

COMPARATIVE EDUCATIONAL LEVEL OF SELECTEES IN WORLD WARS I AND II



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GROUP I

ATTITUDES AND INTERESTS
OF
ENLISTED MEN

WHAT DO OUR TROOPS "AT HOME" THINK OF THE WAR, OUR ALLIES, AND OUR ENEMIES ?

This study was made in November, 1942, of a representative cross-section of Ground and Air Force troops in 9 camps.

Here are the main findings:

4 in 10 think the war will end in a year or less.

Nearly half think the U. S. is trying hardest of all the United Nations to win the war. Only 1 in 20 say "Britain."

Russia is rated very high on fighting ability, low on cooperation after the war.

China and England are rated much lower than Russia on fighting ability, higher on post-war cooperation.

4 in 5 rate the Germans high as fighters. 3 in 5 rate the Japs likewise.

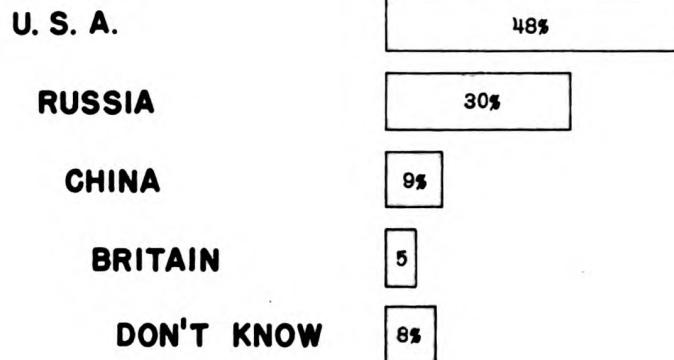
1 in 3 is suspicious of war news. And they need information. In spite of news and lectures on the strategy of the North African campaign, less than a third could identify on a map more than 2 of 4 cities most frequently mentioned in African despatches.

* * *

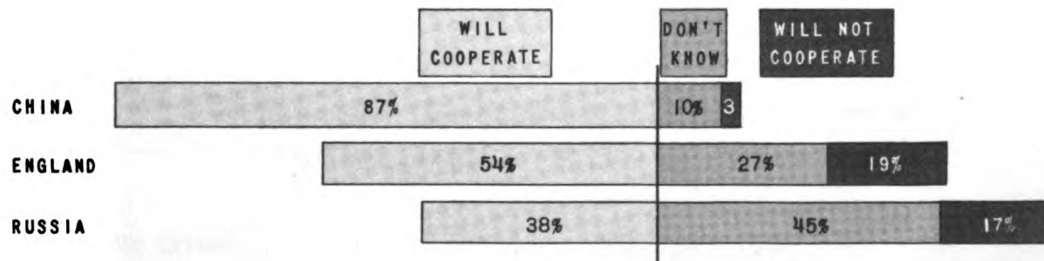
Facts such as these are of general concern to the War Department and are essential in planning the Special Service Division's program of information to troops -- through film, radio, printed matter and discussion.

THEY'RE PROUD OF AMERICA... DOUBT SOME OF OUR ALLIES... RESPECT GERMAN FIGHTING ABILITY

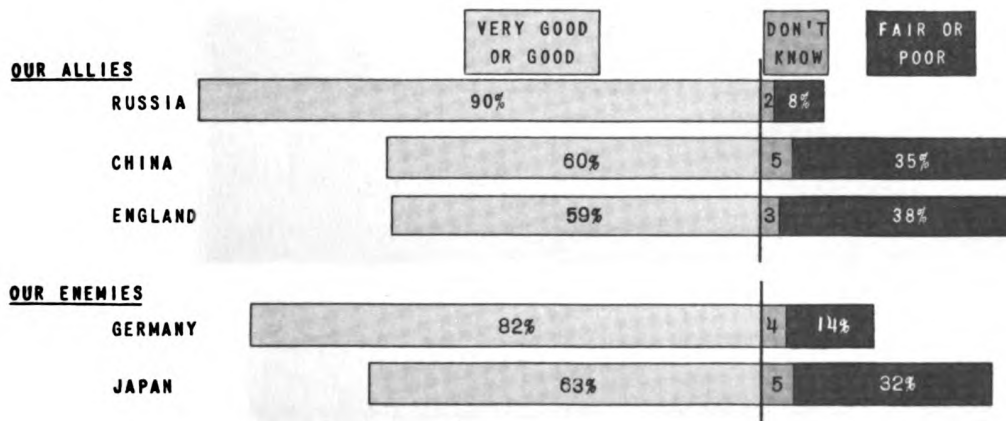
TRYING HARDEST TO WIN THE WAR?



COOPERATION AFTER THE WAR?



FIGHTING ABILITY?



THE "STAY AT HOMES" -- AND THOSE MORE EAGER FOR COMBAT

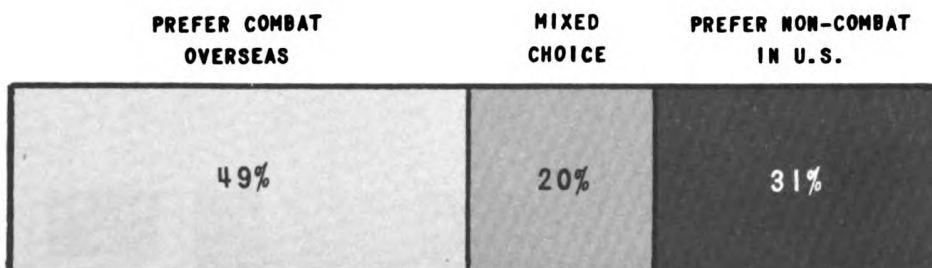
Men who want to stay at home differ from those more eager for action overseas.

The "stay at homes" tend, more than others, to be:

Less educated, Married, Over 30, Selectees
isolationist, rather than "internationally minded"
and
Optimistic that the War will end soon

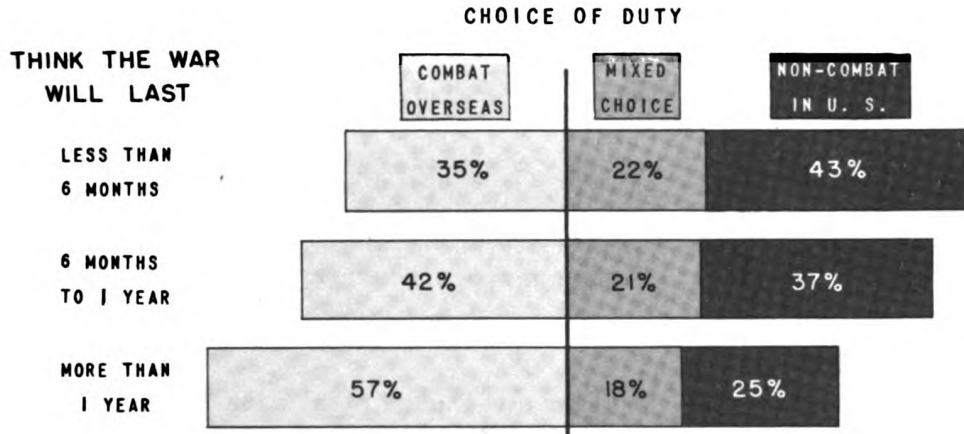
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HOW A CROSS-SECTION OF ALL TROOPS IN U. S. FEELS ABOUT COMBAT

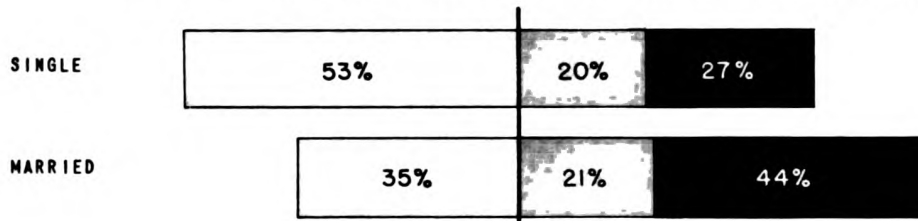


HOW THE MEN FEEL ABOUT COMBAT DUTY

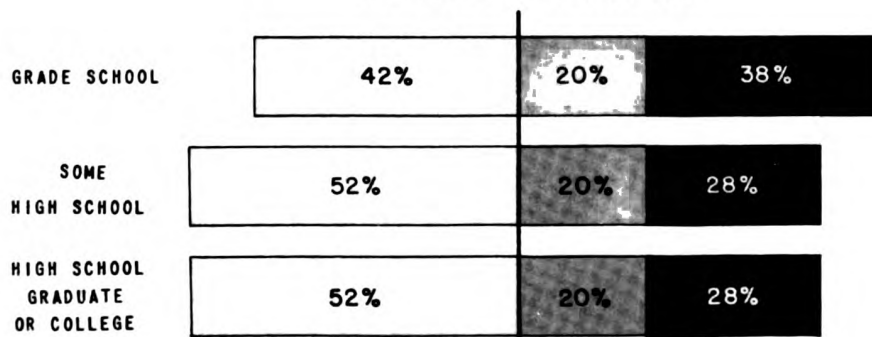
OPTIMISTS ARE LESS EAGER FOR COMBAT THAN OTHER SOLDIERS.



SINGLE MEN CHOOSE DUTY IN A COMBAT OUTFIT OVERSEAS TO A MUCH GREATER EXTENT THAN DO MARRIED MEN.



MEN WITH EDUCATION BEYOND THE GRADE SCHOOL ARE MORE APT TO CHOOSE COMBAT DUTY THAN ARE MEN WITH ONLY GRADE SCHOOL EDUCATION.



HOW OPTIMISTIC WAR NEWS CHANGES THE SOLDIERS' THINKING

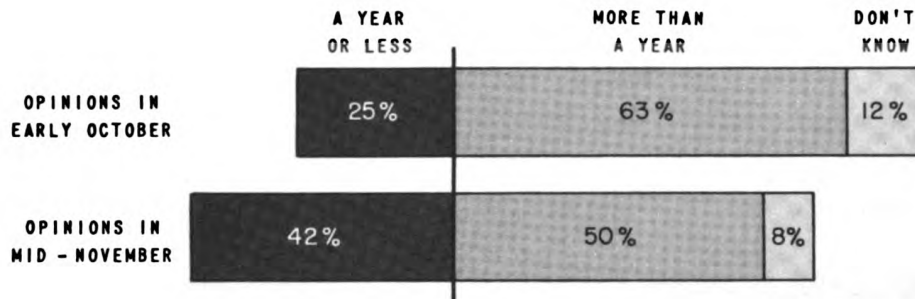
The study outlined on the previous four pages is part of a continuing survey started last October.

It is interesting to compare attitudes then, with those which existed in November, 1942, following more optimistic news from the fighting fronts:

1. Last October, only 25% of those interviewed expected the war to last a year or less. This jumped to 42% in November.
2. Attitudes toward Russia and Britain as fighters became somewhat more favorable.
3. There is a slight increase in the belief that both Russia and Britain will cooperate with us after the war.

ATTITUDES SHIFT IN 30 DAYS AS WAR NEWS IMPROVES

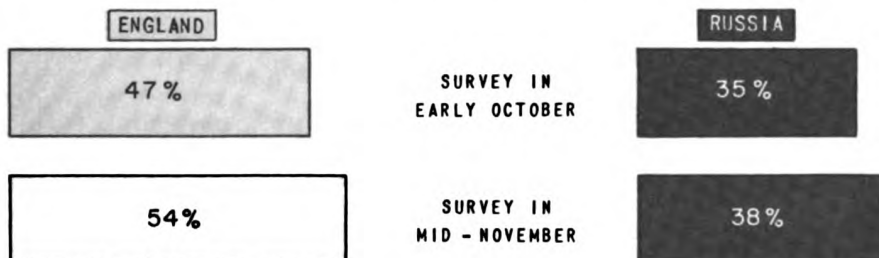
QUESTION: "ABOUT HOW MUCH LONGER DO YOU THINK THE WAR WILL LAST?"



PERCENTAGE RATING THE BRITISH AND RUSSIANS AS "VERY GOOD" OR "GOOD" FIGHTERS



PERCENTAGE BELIEVING ENGLAND AND RUSSIA WILL COOPERATE WITH US AFTER THE WAR



WHAT INFANTRYMEN THINK OF THE INFANTRY

At the request of the Ground Forces, a Planning Survey was made in May, 1942, of a cross-section of three combat divisions in training.

The study revealed:

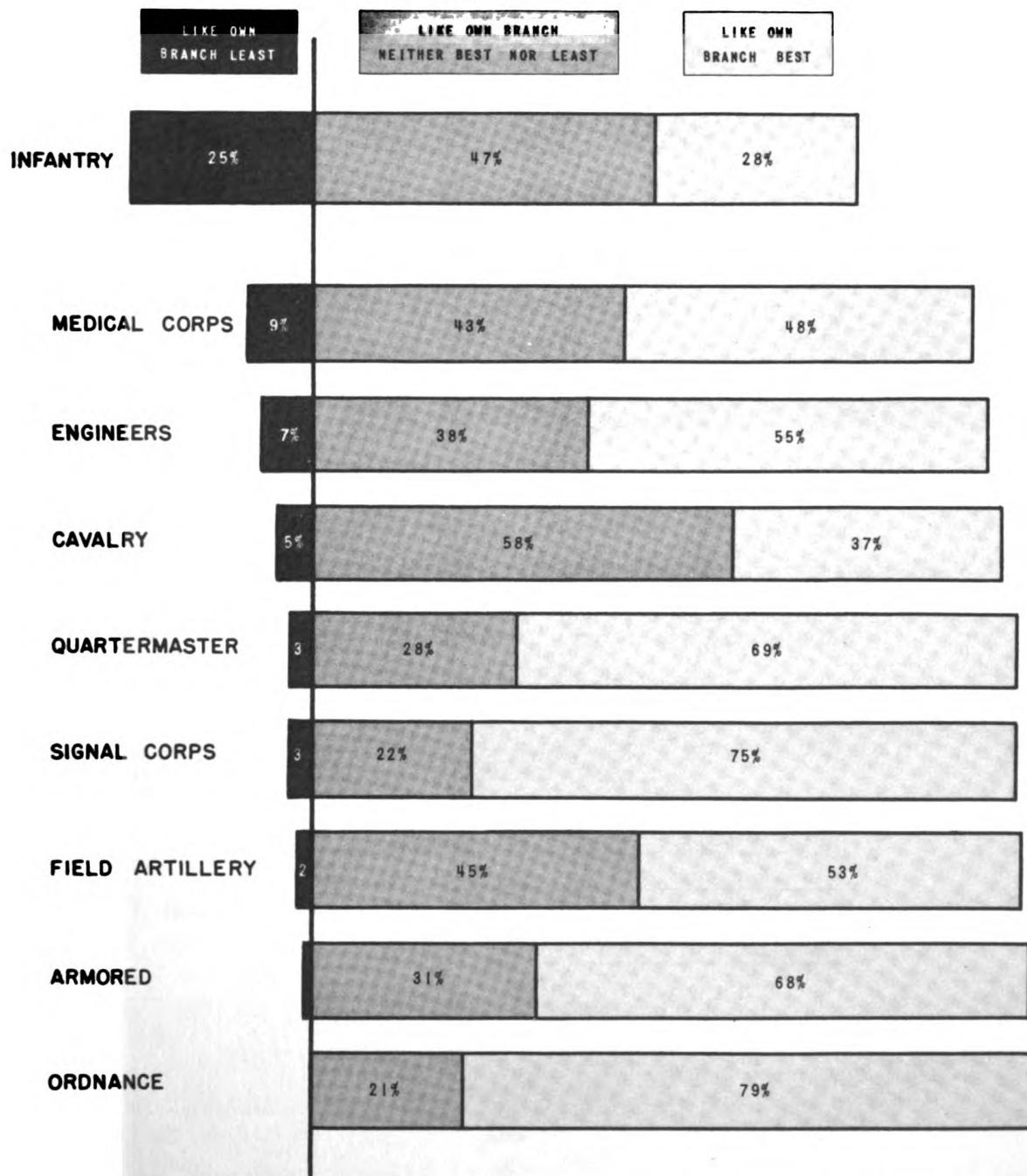
1. 25% of the Infantrymen like Infantry the least of all Ground Force branches. On the average, only 3% of the men in other branches of the Ground Forces liked their own branch least.
2. Factors contributing to deprecating Infantry in the eyes of the men include:
 - (a) Misconception of the Infantry's place in the team-work of modern war -- and the part it plays in the German Army.
 - (b) Reaction against marching and close-order drill.
 - (c) Misconceptions about failure of Infantry to teach something useful for post-war civilian life.

Many troops are bored with Infantry drill, because the "reasons why" are apparently not convincing.

Infantry is most popular with men in armored and motorized divisions and most popular with Infantrymen with least education.

Most Infantrymen would like the Infantry better if they had a chance to shoot more.

WHAT ENLISTED MEN THINK OF THEIR OWN BRANCH



WHAT DO AMERICAN TROOPS IN THE BRITISH ISLES THINK OF THE BRITISH ?

At the request of General Eisenhower, this study was made in England in September, 1942, under direction of a special staff of the Research Branch of Special Service.

In part, it revealed:

1. Almost nine-tenths of the American troops have a highly favorable attitude toward British civilians.
2. On the other hand, half of the men give evidence of lack of friendliness with British soldiers.
3. 6 out of 10 think the British "are doing as good a job as possible of fighting the war, considering everything."
4. 2 out of 3 want more talks by their officers about the British and their part in the War.

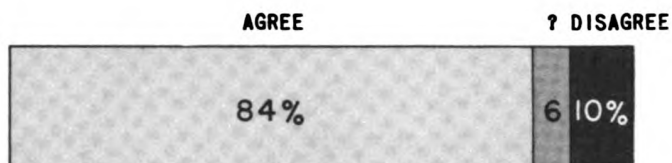
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Both American Soldiers in the United States,
and American Soldiers in England appear to
have similar attitudes toward the British
and toward the British war effort.

THEY LIKE BRITISH CIVILIANS... NOT SO SURE ABOUT BRITISH SOLDIERS

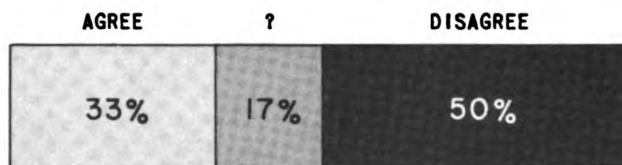
THE ENGLISH PEOPLE...

"are friendly and seem to be trying to make the American soldiers feel at home."



THE ENGLISH SOLDIERS...

"are going out of their way to help the American soldiers and show them a good time."

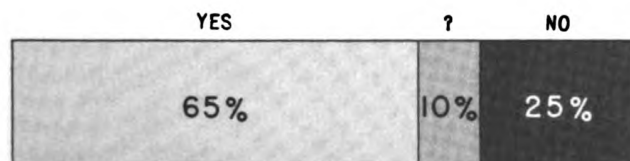


WHAT THEY SAY ABOUT THE BRITISH WAR EFFORT



"The English are doing as good a job as possible of fighting the War considering everything."

THEY WANT TO LEARN MORE ABOUT THEIR BRITISH ALLIES



"Would you like to hear more talks by your officers about the English people, their customs, and how they are carrying on the War?"

PAY AND SAVINGS ARE U. S. PROBLEMS IN ENGLAND

The study in England reveals that one of the tensions between the Americans and the British is rooted in the fact that the Yank has more spending money than the Tommy.

And one of the concerns of the officer overseas is the comparatively small amount of money which some of his men are saving. Most unmarried privates save an average of \$22 or 37% of their \$60 and spend the remaining 63%. However, one-third of the men who save the least, save only \$4 on the average out of their \$60 pay.

Can the rate of savings be increased?

The two-thirds now saving most, think they are saving enough.

Those saving least, think they should be saving more.

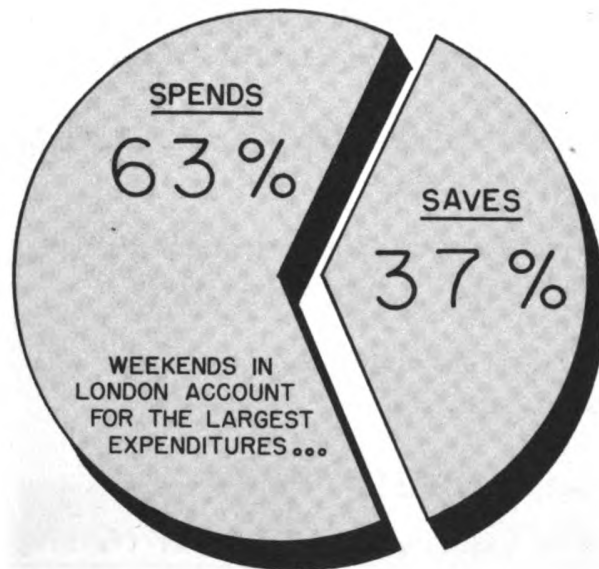
6 in 10 unmarried privates send money home. 1 in 6 is buying Defense Bonds.

It is indicated, however, that the advantages of the Finance Office deposit savings plan are not clear to the men. Only 1 in 8 thinks this the best way to save. Only 1 in 50 is actually using the plan.

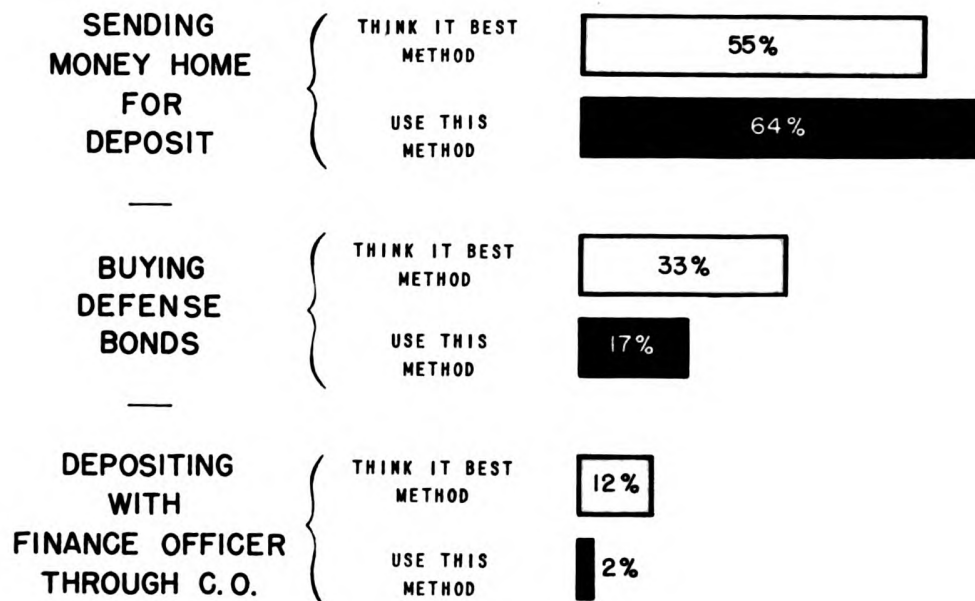
One-half of the men carry Army insurance. Only one-fourth have the maximum.

WHERE DOES THE MONEY GO ?

WHAT THE AVERAGE UNMARRIED U.S. PRIVATE IN ENGLAND
DOES WITH HIS PAY



HERE'S HOW THE PRIVATE THINKS ABOUT WAYS TO SAVE



WHAT ENLISTED MEN THINK ABOUT THEIR TRAINING

This report is a by-product of a larger study, made in three divisions in May, 1942, at the initiative of the Army Ground Forces.

3 men out of 10 think too much time is wasted during training periods.

The more zealous a man for combat the more he complains about his training. And he wants it more "war-like."

Also--the higher his education and the higher his rank, the more he complains about training.

What do the men want more of? They say:

More shooting, More physical training
and
More maneuvers and field exercises

What do the men want less of? They say:

Less hikes, Less parades and reviews
and
Less overnight problems, Less close-order drill

WOULD YOU LIKE LIFE IN YOUR OUTFIT BETTER
OR WORSE IF YOU HAD A CHANCE TO SHOOT MORE



MANY COMPLAIN OF WASTED TIME

--THE MORE EAGER FOR COMBAT THE MORE COMPLAINTS



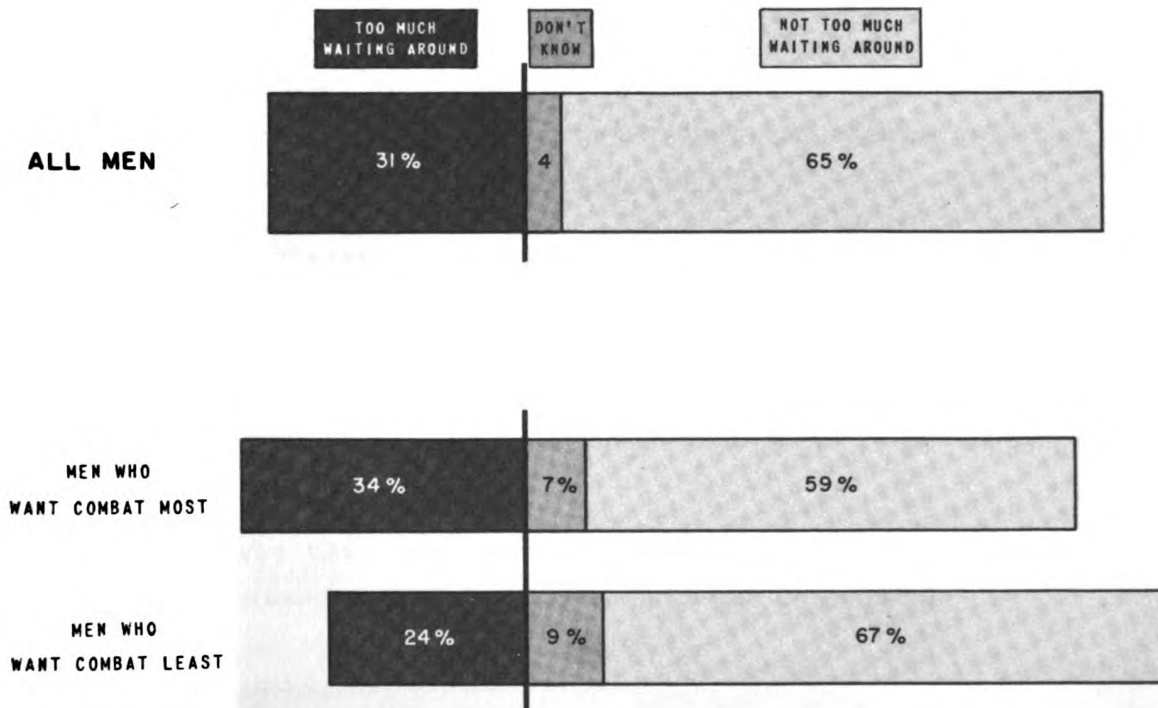
THINK THEY WAIT AROUND TOO MUCH DURING TRAINING



SAY THEY DON'T KNOW



DON'T THINK THEY WAIT AROUND TOO MUCH DURING TRAINING



THE NEGRO PROBLEM

(A) ATTITUDES TOWARD PLACING THEM IN THE AIR FORCES

This study is part of a Planning Survey made at nine Air Force installations in September, 1942, at the request of the Chief of the Air Forces. Respondents were a cross-section of white enlisted men.

Only 1 in 10 opposes the idea of training Negroes as pilots, bombardiers, and navigators.

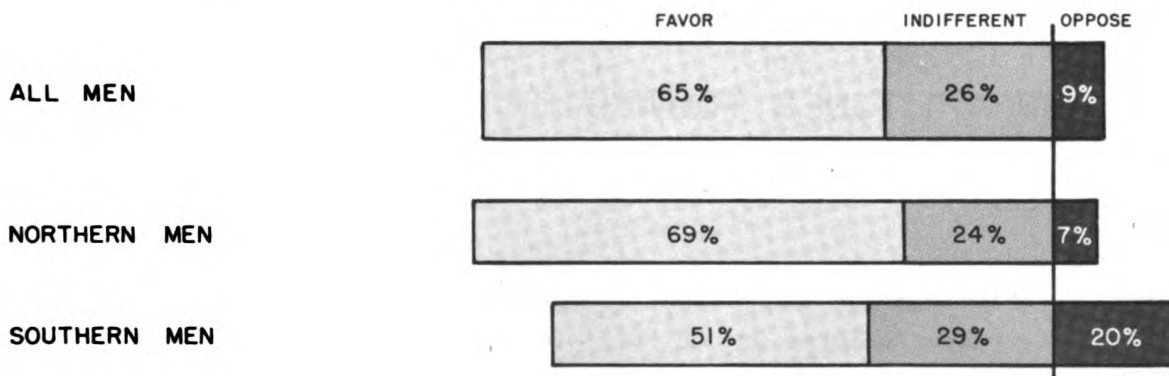
Northerners and Southerners tend to agree that the Negro should be segregated as a matter of Army policy.

However, they tend to disagree on willingness to work personally alongside the Negro. Two-thirds from the North are willing, two-thirds from the South are not willing.

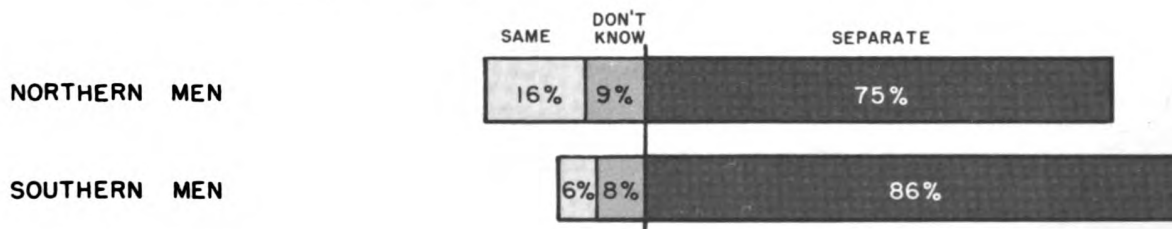
WHITE SOLDIERS SAY ---

"Train Negroes, but keep them separate"

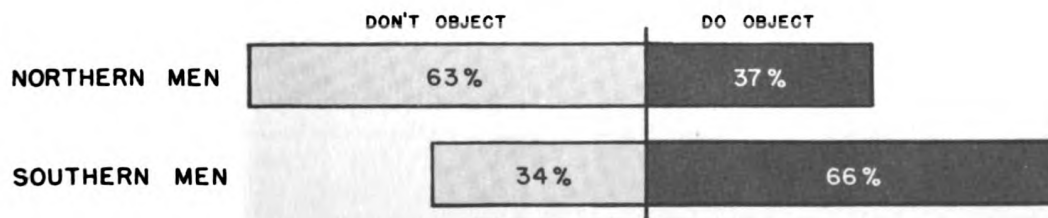
"Negroes are now being trained as pilots, bombardiers and navigators...how do you feel about this ?"



"Do you think white Soldiers and Negro Soldiers in the Air Force should be in the same or separate training schools, combat crews and ground crews ?"



"Would you have any personal objections to working in the same ground crews as Negro Soldiers ?"



THE NEGRO PROBLEM

(B) ATTITUDES TOWARD SHARING FACILITIES

Findings are based on a Planning Survey made of white troops in three Ground Force divisions in May, 1942.

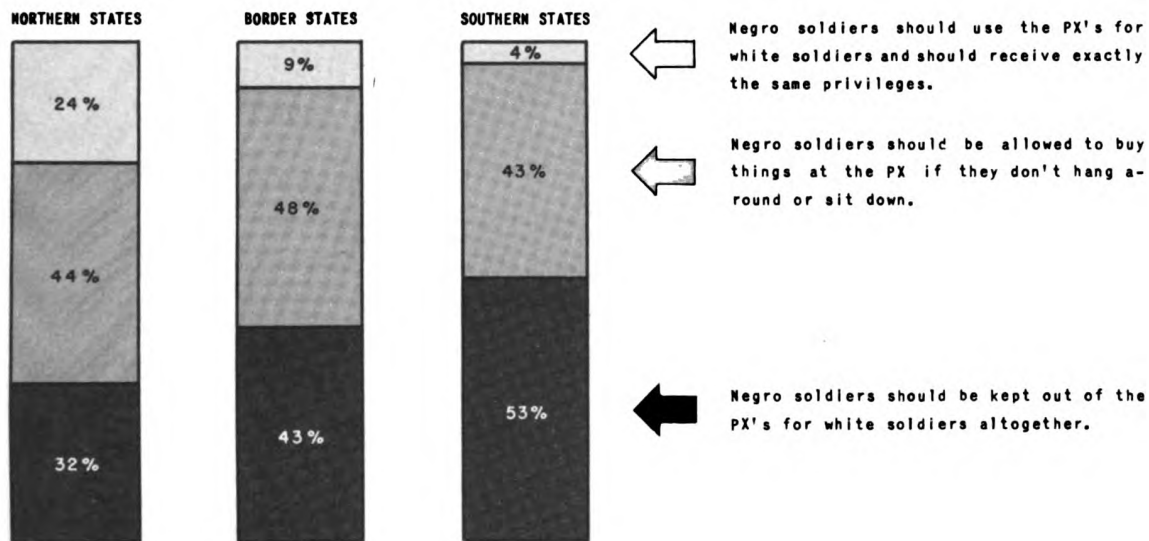
Most soldiers, Northerners and Southerners alike, favor some form of segregation policy.

For example, only 24% of the Northerners and 4% of the Southerners favor extending equal privileges to Negroes in Post Exchanges.

Only 5% of the Northerners and less than 1% of the Southerners think that recreation facilities in the Service clubs should be fully shared.

BOTH NORTHERNERS AND SOUTHERNERS VOTE FOR SEGREGATION

QUESTION: The Army has not always been able to have special PX's for Negro soldiers. Which of the following things do you think should be done ?



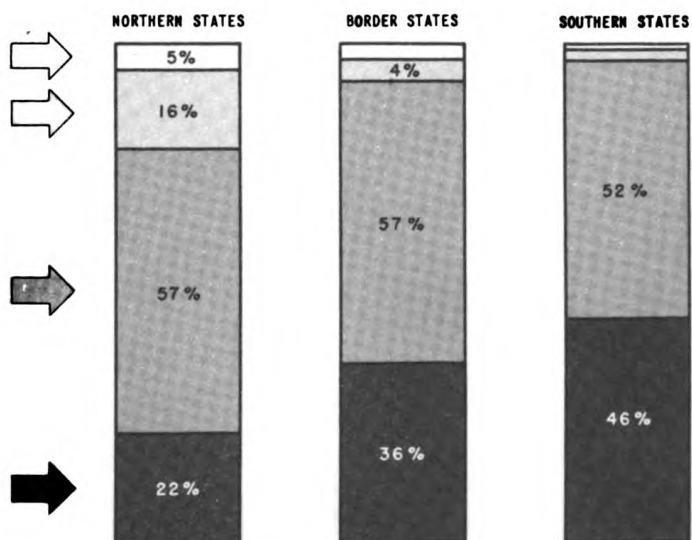
QUESTION: In some camps the Army cannot provide separate Recreation Buildings and Service Clubs for Negro and white soldiers. Which of the following things would you do in such a case ?

White and Negro soldiers should use the same buildings at the same time.

White and Negro soldiers should use the buildings at the same time except on dance nights.

Negro soldiers should be allowed to use Service Clubs and Recreation Buildings but only at certain hours or on certain nights.

The Negro soldiers should find recreation facilities of their own.



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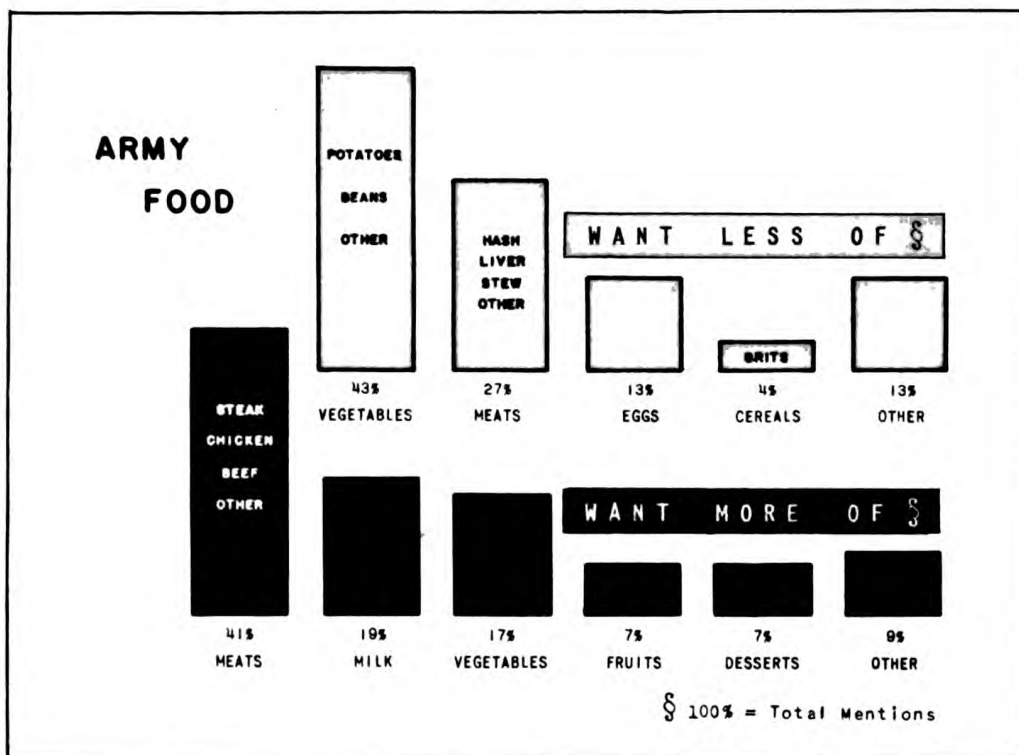
GROUP II

**SPECIFIC PROBLEMS STUDIED
FOR
VARIOUS BRANCHES OF THE SERVICE**

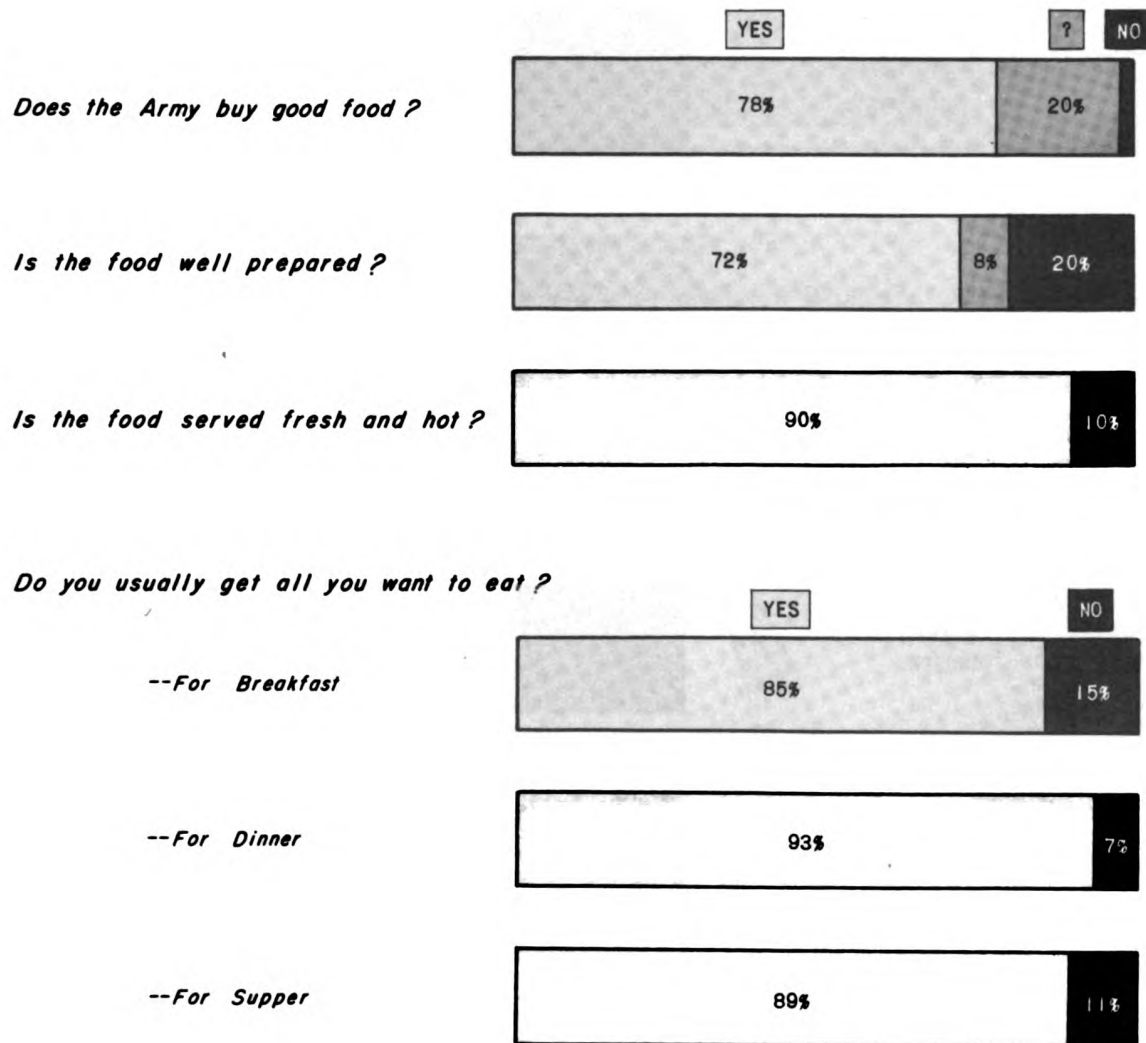
WHAT ENLISTED MEN THINK ABOUT THEIR FOOD AND CLOTHING

This information is based on a Planning Survey of two combat divisions in May, 1942, with supplementary material obtained in July and August, 1942 from fifteen camps which comprised a representative cross-section of the Army Ground Forces.

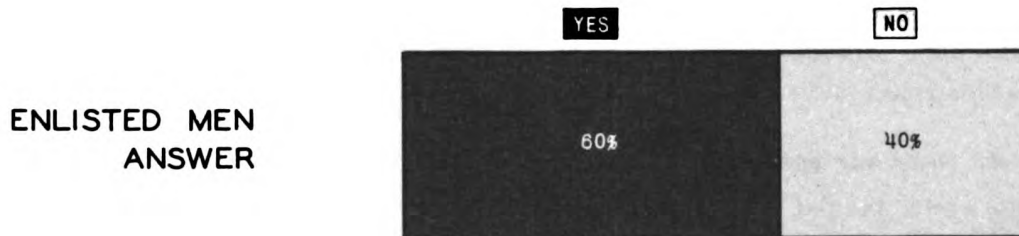
1. FOOD. The men like Army food. Almost all report they get enough to eat. But they want more milk. Also, as might be expected, they would welcome more steaks, chicken, and turkey. They want less liver, hash, and stew. Certain vegetables are criticized. Boys from the North want less sweet potatoes and hominy grits.
2. CLOTHING. Many men say they need more, particularly trousers and shirts. A third say their pants do not fit, and that they personally paid to alter them. About as many say their shirts don't fit. One in eight says the shoes do not fit.



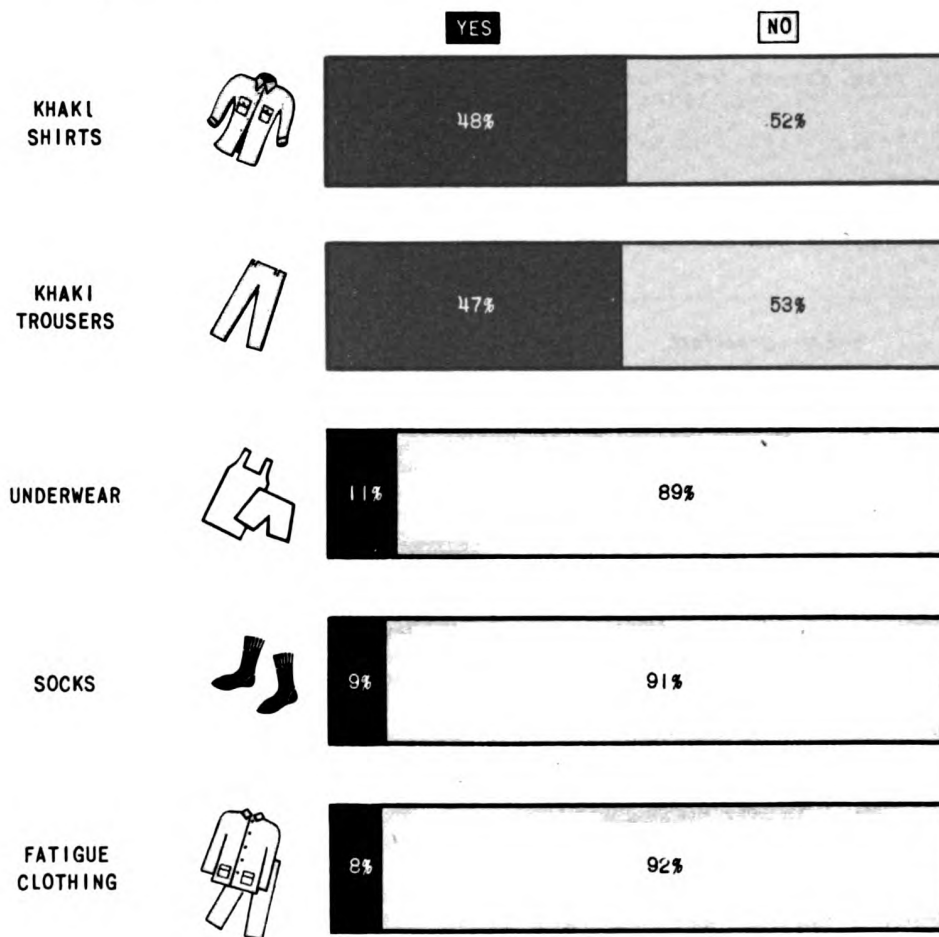
ENLISTED MEN SAY THE ARMY FOOD IS GOOD



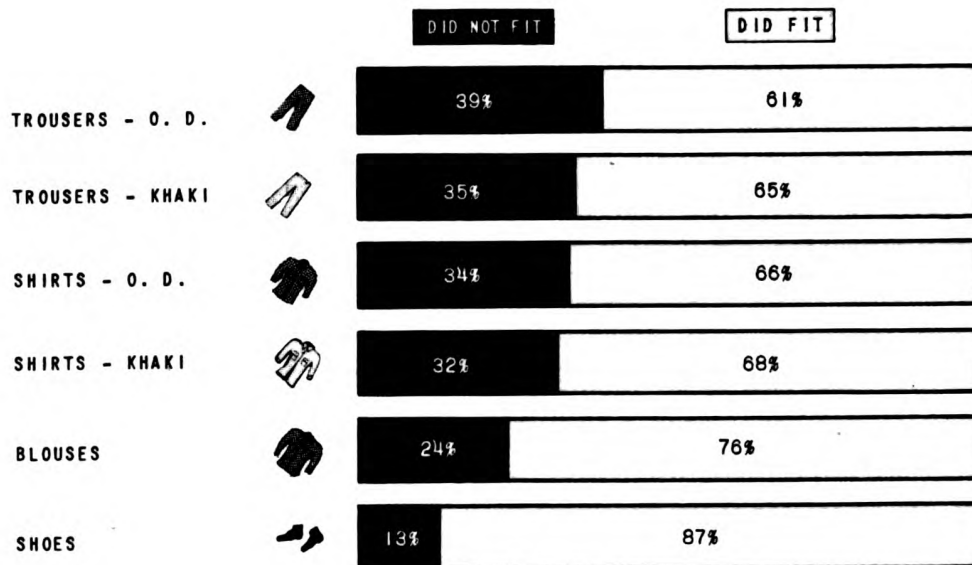
THE MAJORITY OF ENLISTED MEN THINK THEY NEED MORE CLOTHING



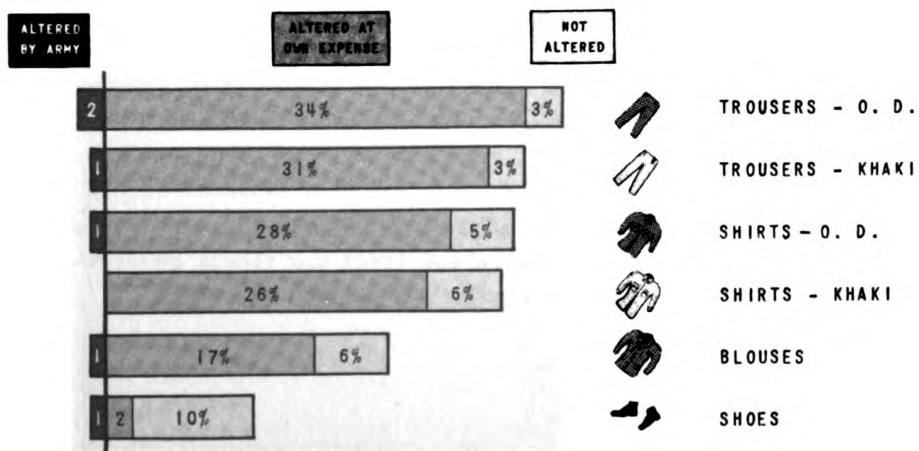
PERCENT WHO SAY THEY NEED MORE



-AND MANY SAY CLOTHING DID NOT FIT WELL WHEN ISSUED



WHAT WAS DONE ABOUT ILL-FITTING CLOTHING



THE ENLISTED MAN MAKES SUGGESTIONS ON HOW TO SAVE MATERIALS

This is a supplementary inquiry made at the request of the Quartermaster's Corps in July and August, 1942. A cross-section of Ground Force troops in fifteen different camps was studied.

Men were asked for suggestions about how clothing or other articles of equipment might be eliminated in order to save critical materials.

The suggestions tell their own story.

SUGGESTIONS FOR SAVING NEEDED MATERIAL BY ELIMINATING ARTICLES OF PERSONAL EQUIPMENT

PER CENT MAKING SUGGESTION

	%
Rubber-soled shoes.	47
Ties.	10
Overshoes	1
Raincoats	1
Heavy underwear	•
Boots	•
Some shoes.	•
Blouses	•

•Less than 0.5%

NOTE: The exact question asked was: "Are there any clothes or pieces of equipment which you think you should do without in order to save materials? If so what are they?"

**SUGGESTIONS FOR SAVING NEEDED MATERIALS BY CHANGES
IN SIZE OR DESIGN OF PERSONAL EQUIPMENT**

PER CENT MAKING SUGGESTION

	%
Clothes made to fit.	29
Change style of raincoats.	14
Leather soles in place of rubber	12
Coveralls as regulation fatigue clothing	10
Mackinaw to replace overcoat	9
Short-sleeved shirts	8
Plain-back blouse.	6
"Shorts" (pants)	5
Mess kits plastic instead of aluminum.	4
Change style and type of overshoes	4
Shorten shirt-tails.	4
Leggings fitted better	3
Substitute plastics for metals	3
Substitute oilskin for rubber rain coats	3
Re-design pack....	2
Shoes fitted to size	2
Oxford-type shoes.	2
Buttons bone instead of brass.	2
Underwear changed to jockey shorts	2
Web straps shortened	2
Fatigue hats made smaller.	1
Field jackets without pleated backs.	1
Fatigue jackets could be made slip-over.	1
Bedroll in place of comforter.	1
Remove shirt pockets	1
Change design of mosquito nets	1

NOTE: The exact question asked was: "Are there any clothes or pieces of personal equipment which you think could be changed in size or design in order to save needed materials?"

CHURCH AND CHAPLAIN IN RELATION TO THE SOLDIER

Two combat divisions were studied in May, 1942, in a Planning Survey.

It was found that during the four weeks preceding the survey, almost 60 per cent of the men attended church.

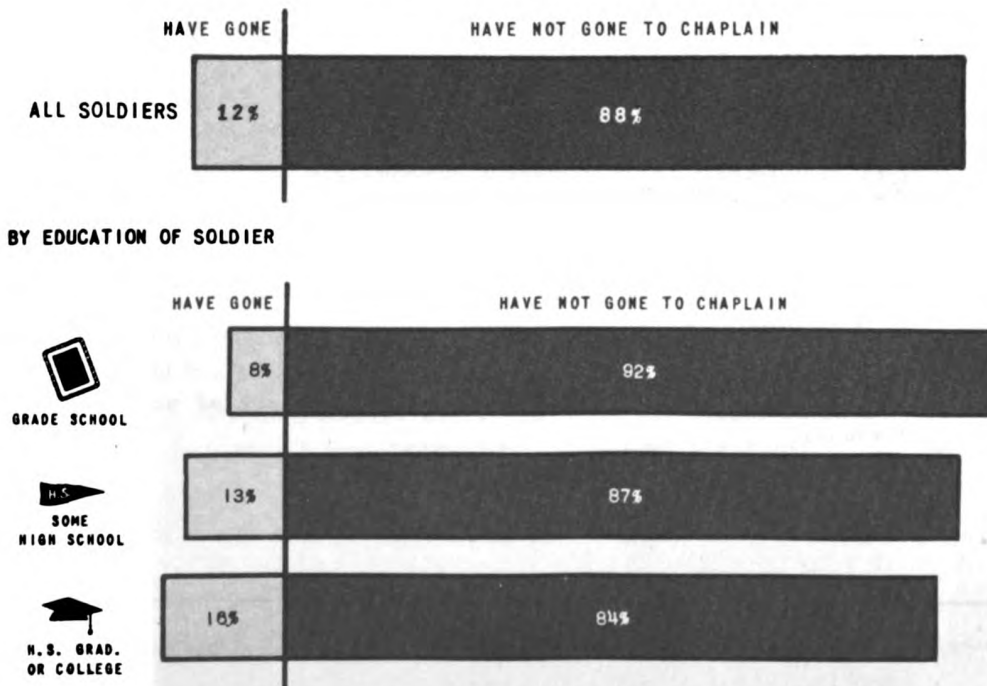
In these two divisions, the number of soldiers who go to church in camp is almost twice as large as those who go to church in town.

Catholics attend most regularly; Jewish soldiers, least. The better educated attend oftener than the less educated.

No correlation was found between adjustment to Army life and church attendance.

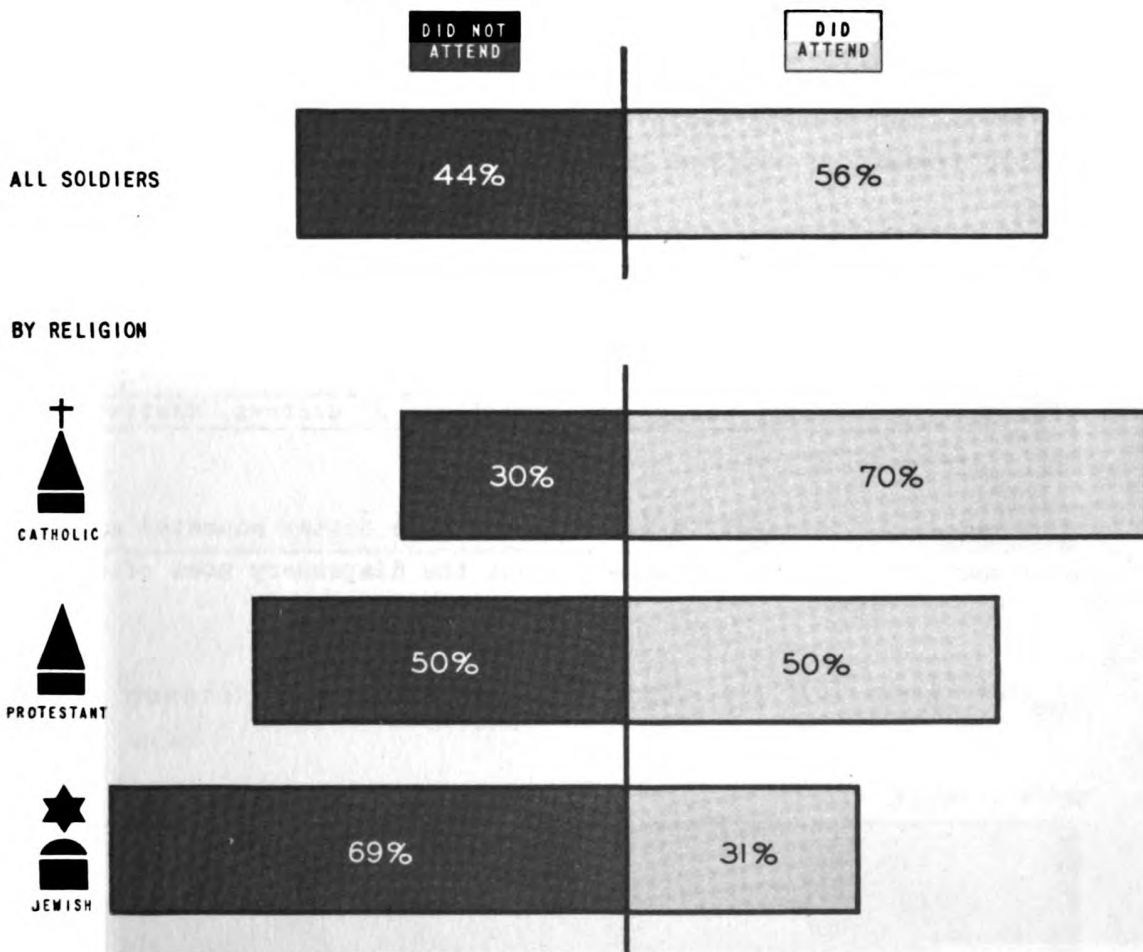
Only about 12 per cent of all soldiers say they have ever gone to the Chaplain for personal advice. But the Chaplain is consulted more often than anyone else except the Commanding Officer.

HOW MANY HAVE GONE TO THEIR CHAPLAIN FOR PERSONAL ADVICE ?



HOW MANY SOLDIERS GO TO CHURCH?

ATTENDANCE, WITHIN LAST 4 WEEKS, IN CAMP AND OUTSIDE
BY RELIGION OF SOLDIERS



ATTITUDES OF ENLISTED MEN TOWARD MEDICAL AND DENTAL SERVICES

This study was made in October, 1942, in seventeen camps, comprising a representative cross-section of white soldiers in the Ground and Air Forces.

Eight out of ten soldiers believe Army medical care is good; seven out of ten believe dental care is good. Seven out of ten recently discharged hospital patients rate the hospital care good.

Complaints center around:

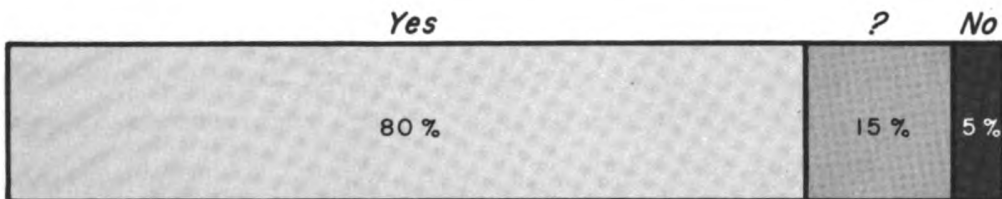
1. Lack of personal interest in the patient
2. Red tape and delay

There is general approval of the competence of doctors, dentists, and hospital nurses.

Most critical, as might be expected, are the better educated men. Also most critical are those who visit the dispensary most often.

THE SOLDIERS APPROVE THEIR MEDICAL AND DENTAL CARE

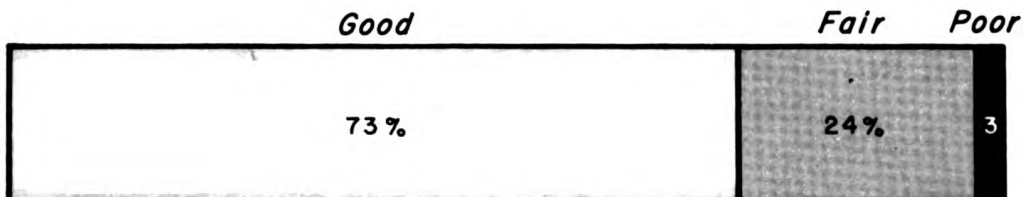
In general, do you think good medical attention has been provided in the Army?



Do you think that good dental care is provided by the Army?



§ In general, do you think Army hospitals are good, fair, or poor?



§ Asked only of recently discharged patients

A FIELD EXPERIMENT HELPS DEVELOP A NEW PHYSICAL TRAINING PROGRAM

By request of the Army Ground Forces, troops at ten camps were tested in June, July, and August, 1942, for physical condition. (Joint study by Athletic and Recreation Branch and Research Branch.)

The tests showed:

1. Paratroops were in excellent condition.
2. A third to a half of the recruits at Replacement Training Centers failed to meet minimum requirements of good physical condition.
3. Veteran outfits showed unexpected variations. Some were nearly as good as Paratroops; some, nearly as bad as new recruits.

What should be done? To try to find the answer, a controlled scientific field experiment was made at a Replacement Training Center.

Two matched groups were tested immediately after entering the Army, then retested six weeks later.

One group, the experimental group, was given a six weeks' special athletic conditioning program, which included: calisthenics; guerilla exercises, such as used for conditioning football players; grass drills, for all-out effort; running and relay races; and combative exercises.

The other group, the control group, followed the more or less conventional program used in most camps.

The results showed that the experimental group made much the greater physical improvement, comparing favorably to Paratroops after only six weeks. And the men liked the new program.

Training Circular No. 87, November 17, 1942, by order of the Secretary of War establishes in the Army a new physical training program based substantially on the findings of the field experiment.

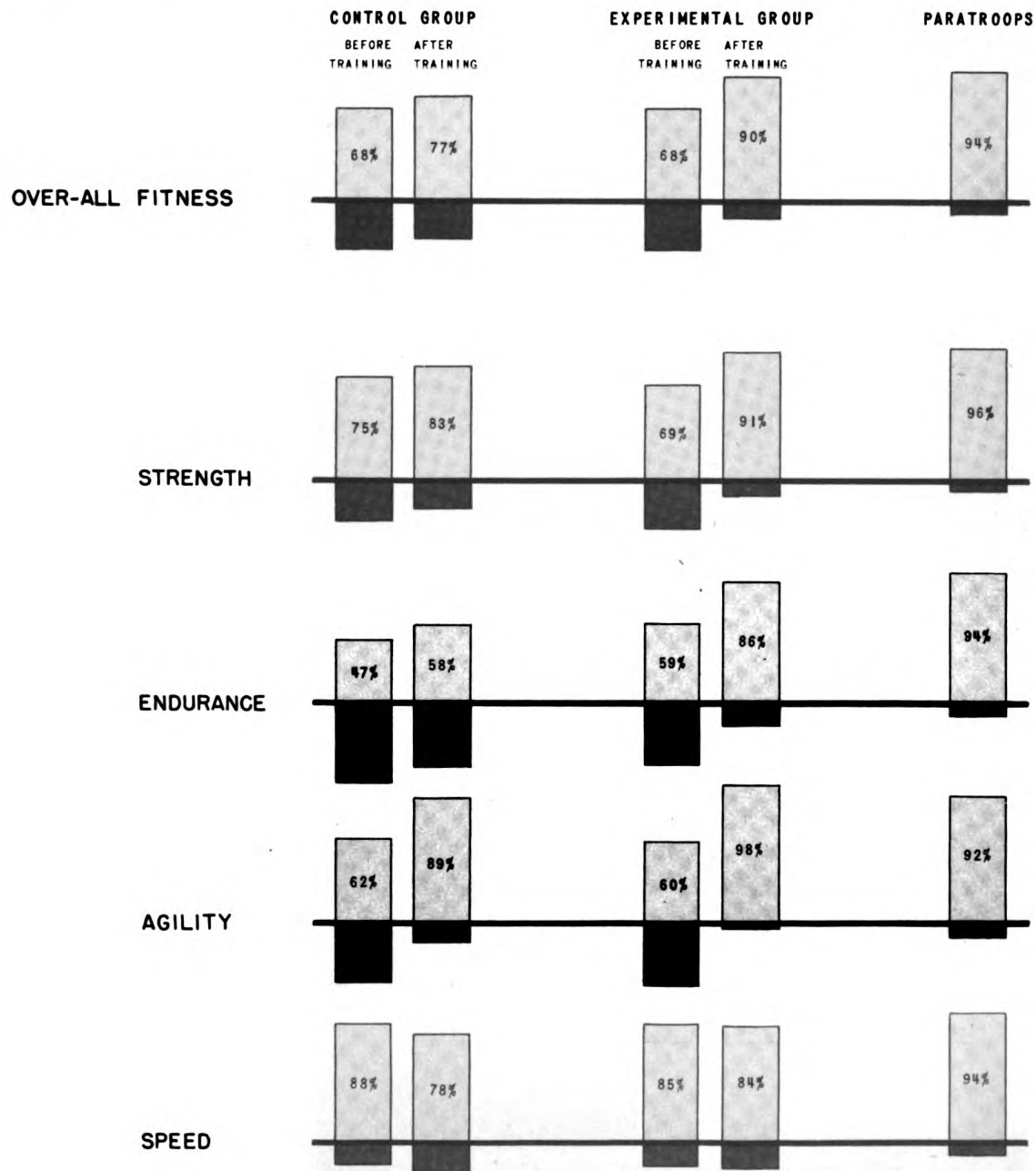
HOW THE MEN MET MINIMUM PHYSICAL REQUIREMENTS BEFORE AND AFTER BOTH CONVENTIONAL AND EXPERIMENTAL PROGRAMS



AVERAGE PERCENTAGE MEETING MINIMUM REQUIREMENTS



AVERAGE PERCENTAGE FAILING TO MEET MINIMUM REQUIREMENTS



HOW IS THE ARMY UTILIZING THE CIVILIAN SKILLS OF ITS ENLISTED MEN ?

In November, 1942, soldiers in a representative cross-section of enlisted men in nine Ground Force and Air Force camps, were asked about their attitudes toward their Army job assignment.

3 men in 10 answered "Dissatisfied" or "Very Dissatisfied."

* * *

USE OF CRITICAL SKILLS IN GROUND FORCES

An intensive study of three Ground Force divisions was made in cooperation with the Adjutant General's Office in May, 1942.

Detailed occupational histories were secured from selectees inducted before January 1, 1942. In addition, these selectees were asked:

"Does your present Army duty or job allow you to use the training or experience you had outside the Army?"

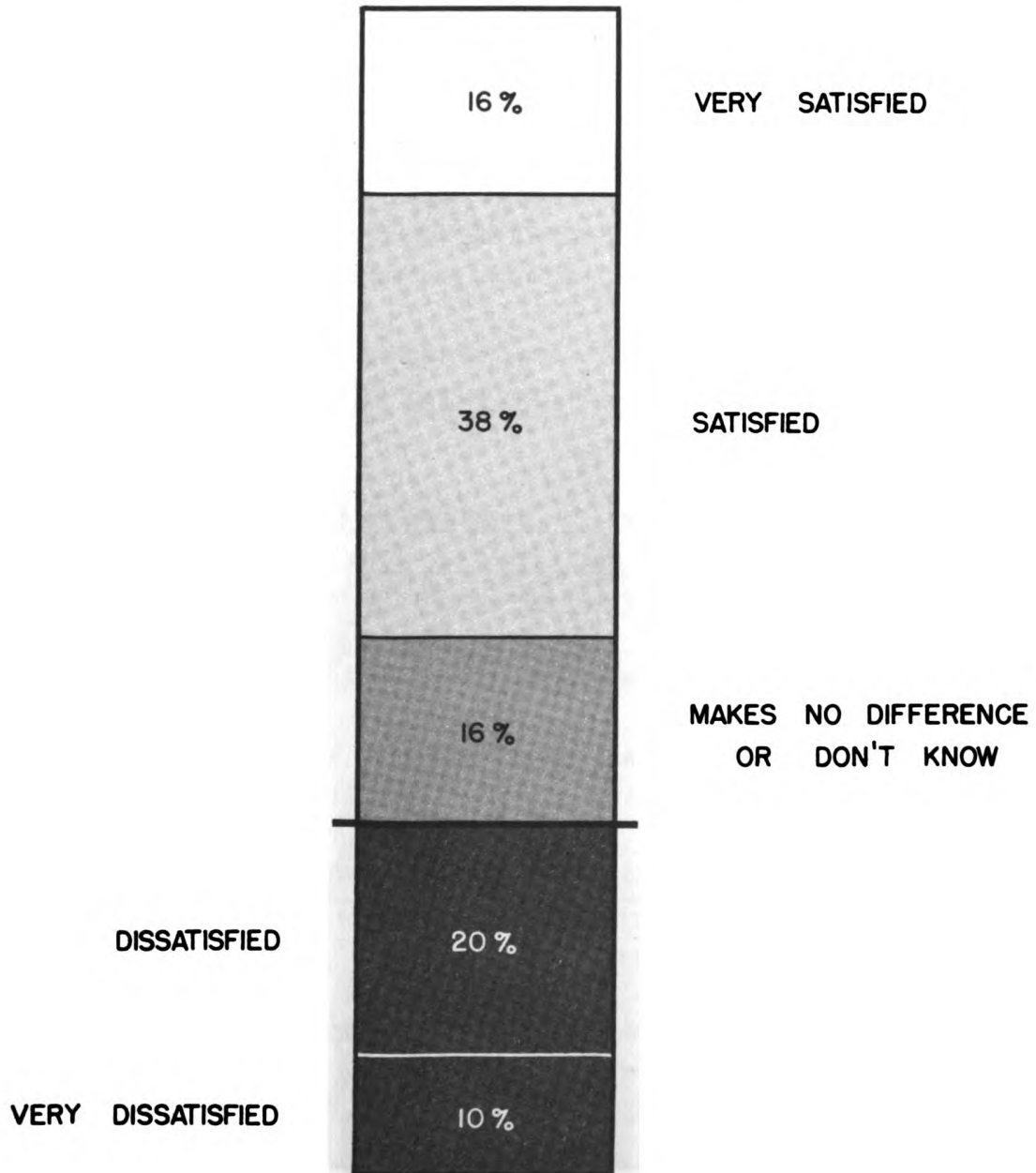
49% answered, "No, never."

Analysis of the occupational histories reveals that 10% out of the entire group possess skills which the Adjutant General's Office has defined as "critical" needed skills of which the Army has a shortage.

Of these men with critical skills, half are in Army jobs which utilize their skills, half are not.

JOB SATISFACTION IN A CROSS-SECTION OF GROUND AND AIR FORCES (NOVEMBER, 1942)

"HOW WELL SATISFIED ARE YOU ABOUT BEING IN YOUR PRESENT ARMY JOB
INSTEAD OF SOME OTHER ARMY JOB?"



JOB ASSIGNMENTS IN THE AIR FORCES

This study of job assignments, the utilization of skills, and job satisfaction, was made during September, 1942, in Army Air Force schools and tactical units at the request of the Chief of the Air Forces.

The main purposes were:

1. To discover to what extent men with specific skills and training were being used in jobs in which a critical shortage exists, and
2. To ascertain what relation exists between a man's job and his degree of satisfaction with it.

Although the demand for airplane mechanics, armorers, and radio men is still greater than the supply, the study reveals that one man in three in the Air Forces who had civilian skills in a job family related to these Army jobs is not now doing such work.

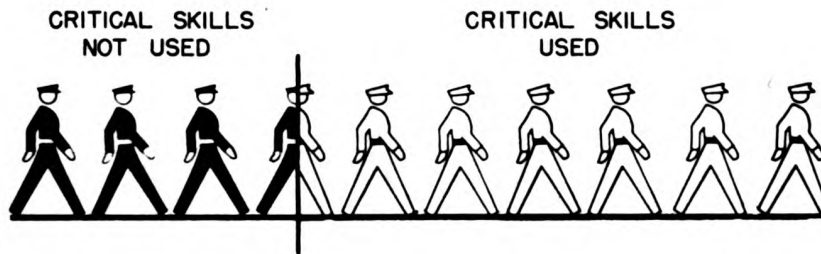
Men are not necessarily dissatisfied, however, if their Air Force jobs do not use their civilian skills.

On the other hand, satisfaction is adversely affected if men are assigned to occupations different from those they choose.

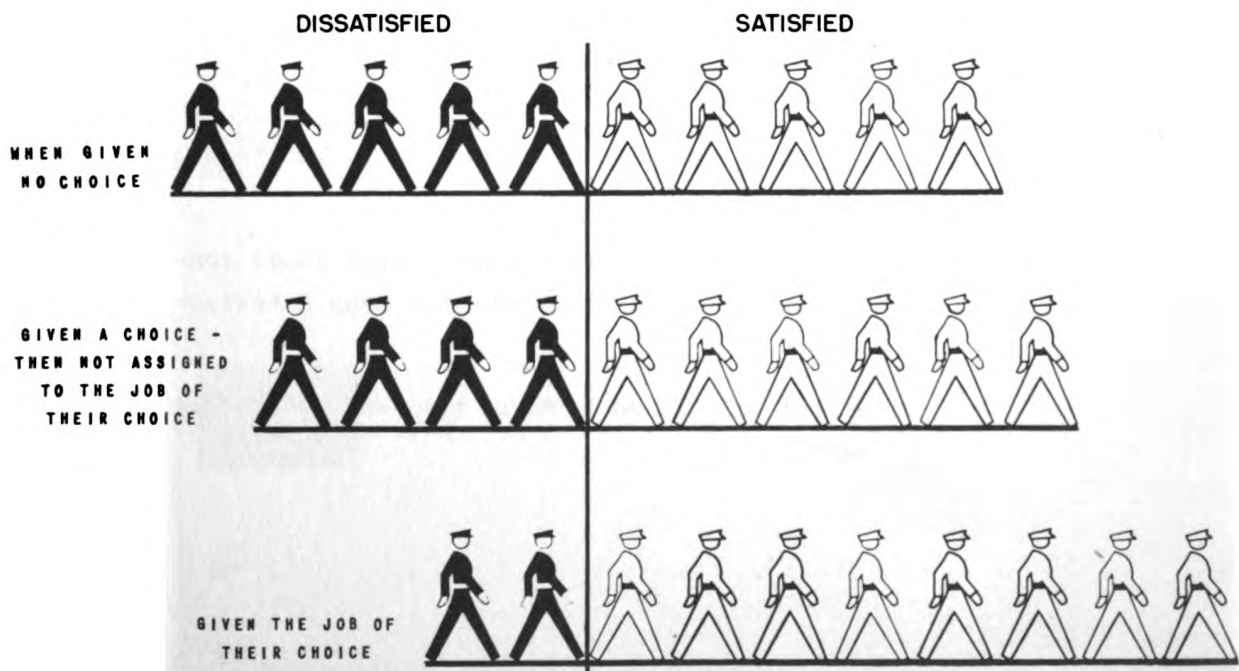
The findings show that men are least satisfied when they get no chance to pick their job.

ONE OUT OF THREE NOT USING HIS "CRITICAL" CIVILIAN SKILLS

HOW "CRITICAL" SKILLS ARE BEING UTILIZED IN THE AIR FORCES



HOW SATISFIED ARE THE AIR FORCE MEN WITH THEIR JOBS ?



EACH SYMBOL REPRESENTS 10% OF THE MEN

THE AIR FORCE SCHOOLS-- WHAT GRADUATES AND STUDENTS SAY

The study of the Air Force troops which was made in September, 1942, paid special attention to the work of the Air Force Technical Training Schools, and the utilization of this training in the Army.

Graduates of Technical Training Schools were asked if their school trained them for the same kind of work they are actually doing now.

76% said Yes, 7% were uncertain, 17% said No.

* * *

Students at the schools are generally very well satisfied with their instructors and class-room conditions, but voice certain complaints:

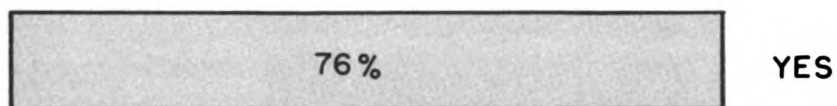
6 out of 10 think "too much is taught in too little time."

5 out of 10 are dissatisfied with study conditions -- lack of time, too many interruptions.

8 out of 10 want more shop and laboratory work.

17% OF AIR SCHOOL GRADUATES NOT NOW USING SCHOOL TRAINING

"Did your Technical Training School train
you for the same kind of work you are actually
doing now?"



MORE THAN HALF THE ARMY LISTENS TO THE RADIO

This project covered a representative cross-section of the Ground Forces, from coast to coast, in 15 camps, in July and August, 1942.

This information was basic to the Special Service Division in planning its programs of broadcasts and recordings. It also has been used by the Bureau of Public Relations, which cooperated in preparing the questionnaire.

More than half of the men say that they listened to the radio at some time in the week preceding.

Morning listening peak came at 6:15 to 7:00, midday at 12:15 to 12:45, evening from 7 to 8:30. Information revealed on early morning listening habits was particularly useful in suggesting changes in programming.

Soldiers like dance music, news, comedy, sports, variety, swing, plays, old music, quiz shows, in that order.

Soldiers dislike serials, classical music, and hill billy tunes.

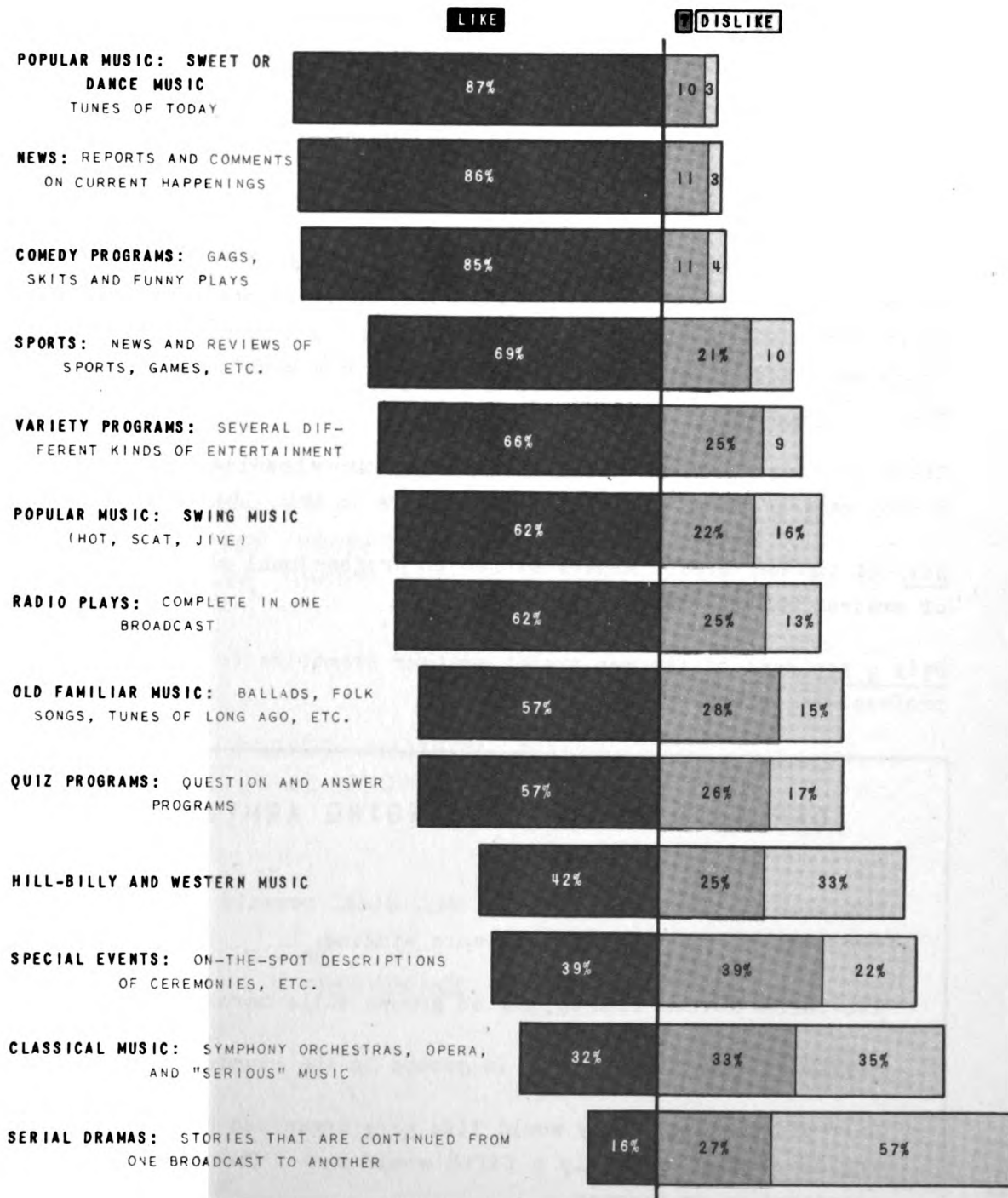
Forty per cent of the men report that they would like to listen to certain programs, but can not, because: "radio inconvenient," "program at wrong hour," "can't get station."

* * *

Studies of short-wave listening
habits of troops in Alaska and
Bermuda are now being completed.

* * *

WHAT THE NEW ARMY LISTENS TO ON THE AIR



THEY PREFER SHOWS PUT ON BY "OUTSIDERS"

The Special Service Division must strike a proper balance between soldier theatricals and professional entertainment.

What does research show as to attitudes in this country?

In the first Planning Survey made by the Research Branch, in December, 1941, of one division it was found that the great majority preferred shows put on by outsiders. Enthusiasm for amateur shows was largely on the part of a small, but vocal, group of soldiers who wanted to act themselves.

These findings were confirmed in a more comprehensive Planning Survey made in three Ground Force divisions in May, 1942.

Half of the men prefer movies either to professional stage shows or amateur shows.

Only 3 per cent of the men prefer amateur dramatics to movies or professional stage shows.

CAN THIS BECOME A SINGING ARMY?

Research in three divisions in May, 1942, reveals that the men like to sing and want more singing.

Two-thirds of them like to sing in groups while marching.

Nearly as many like to sing in groups in the evening.

Half of the men say they would like more organized singing in groups, and only a fifth would not. The rest expressed no preference.

OVER HALF VOTE "MOVIES"
THEIR FAVORITE ENTERTAINMENT

PREFER MOVIES

51%

PREFER PROFESSIONAL
STAGE SHOWS

37%

PREFER AMATEUR
STAGE SHOWS

3%

NO
PREFERENCE

9%

SOLDIERS ARE ASKED "WHAT DID YOU DO LAST NIGHT?"

This study was made of a cross-section of enlisted men in six tactical units of the Army Air Force in September, 1942.

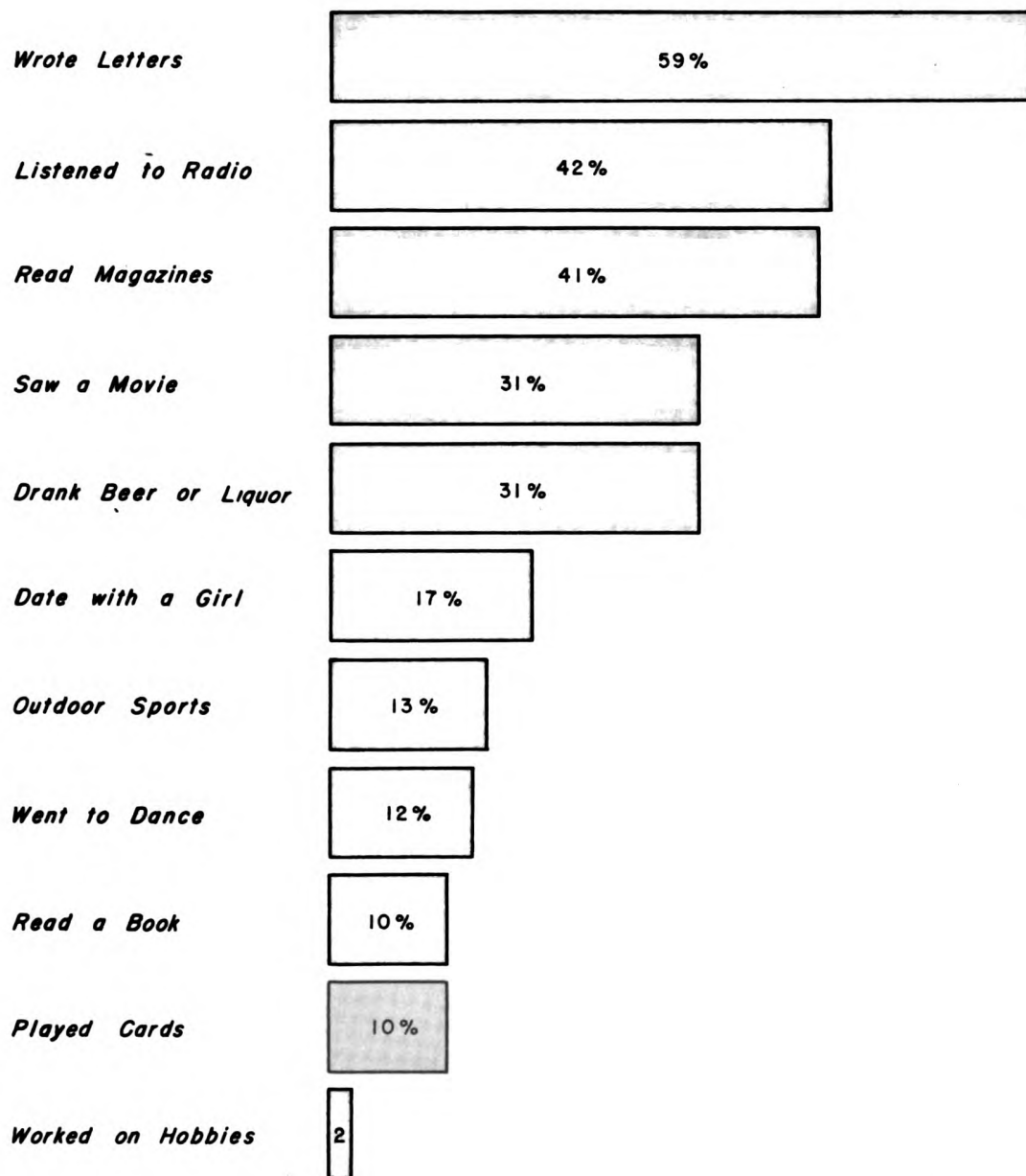
It shows how the man in the Air Force spends a typical free evening.

The percentages charted on the opposite page add to more than 100, since many of the men engaged in more than one activity. For example, going into town, having a date, dancing, and drinking.

Letter-writing, radio-listening, and magazine reading are the most frequent activities.

A similar study made in three Ground Force divisions in May, 1942 showed almost exactly the same pattern. However, due to longer daylight in May than September, more of the May sample engaged in outdoor sports after supper.

WHAT SOLDIERS SAY THEY DID OFF DUTY



Reports covering each night of the week are included in proper proportion, so that the above picture is a correct profile for a typical night.

SOLDIERS' DRINKING HABITS

* * *

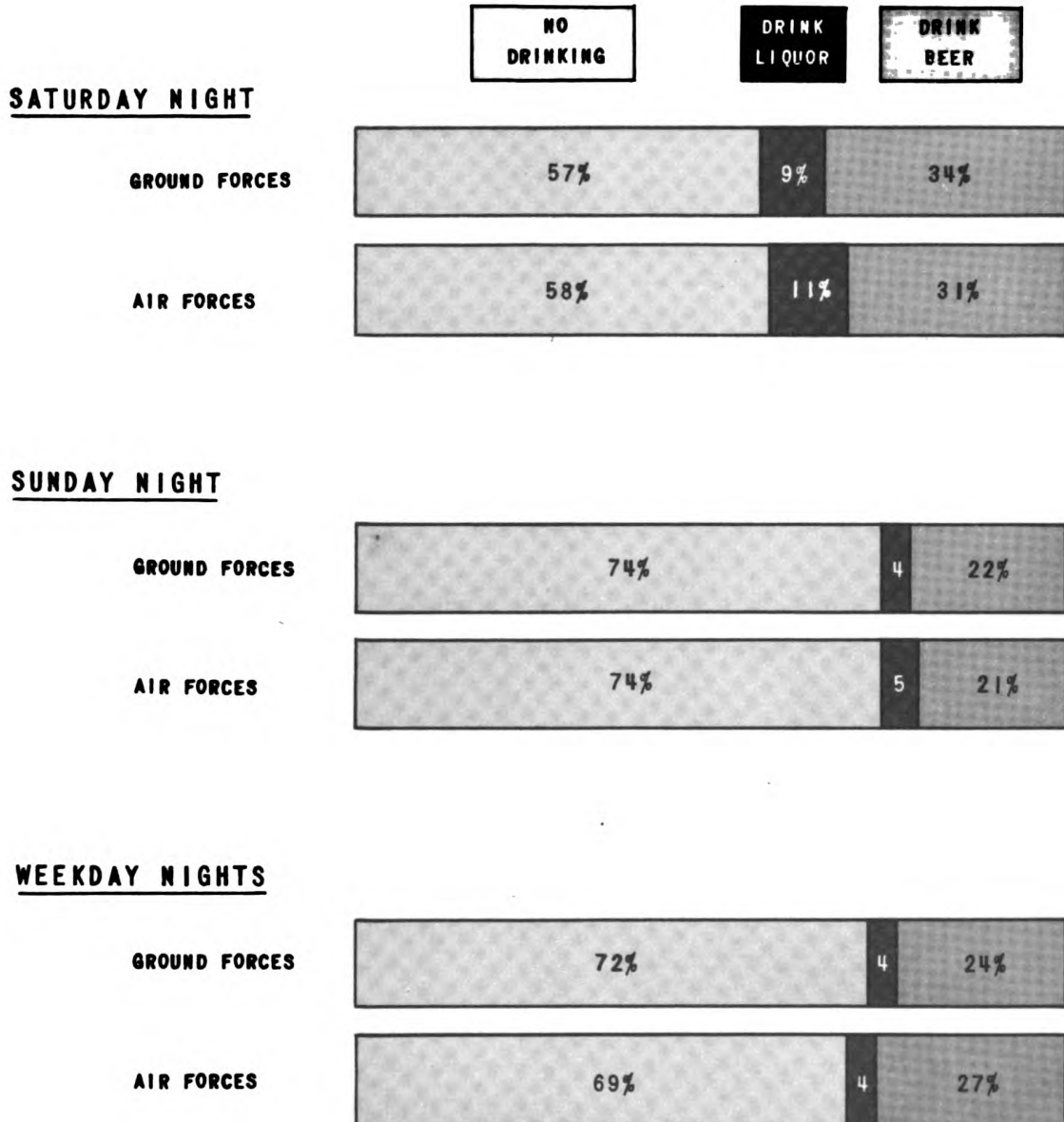
This information is based on surveys in two divisions of Ground Forces (May, 1942) and at six Air Force bases (September, 1942).

A majority of soldiers off duty drink neither beer nor liquor.

Of those who drink, most are satisfied with beer.

* * *

HOW MANY SOLDIERS OFF DUTY DRINK ON TYPICAL NIGHTS ?



NOT ENOUGH SOLDIERS USE CAMP LIBRARIES --THEIR LOCATION A MAJOR FACTOR

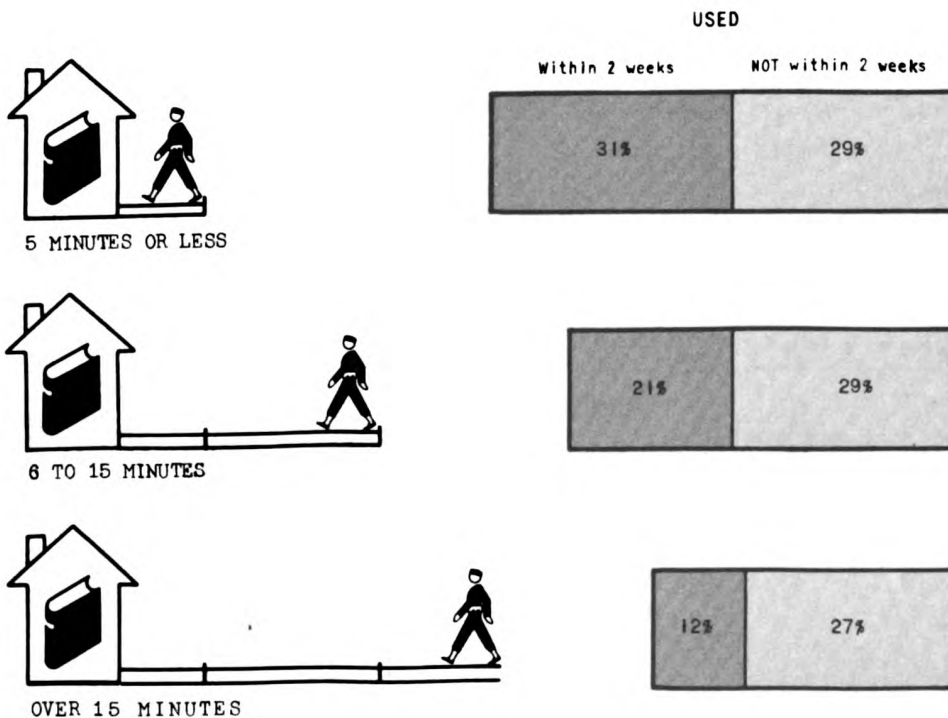
(Based on a survey of representative cross-section of two divisions in May, 1942).

Half never use the camp library. Only one in five used it during the past two weeks.

Only one in eight of the grade school men uses the library, as compared with one in four high school and one in every two college men.

Distance to library is important: Nearly three times more men use the library when it is located within five minutes or less walking distance. This is true of all educational levels.

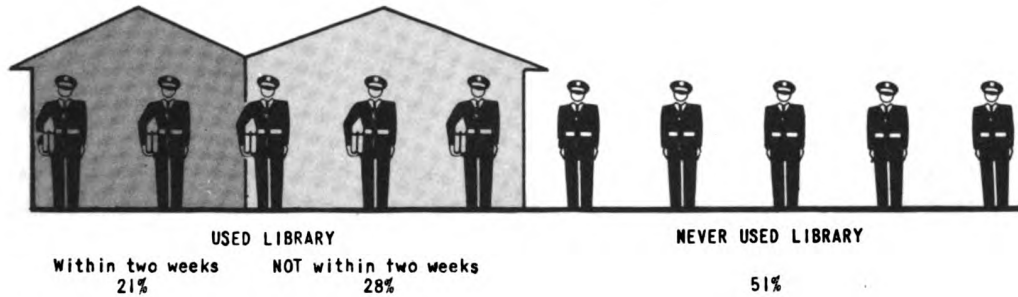
THE FURTHER AWAY--THE LESS THE USE



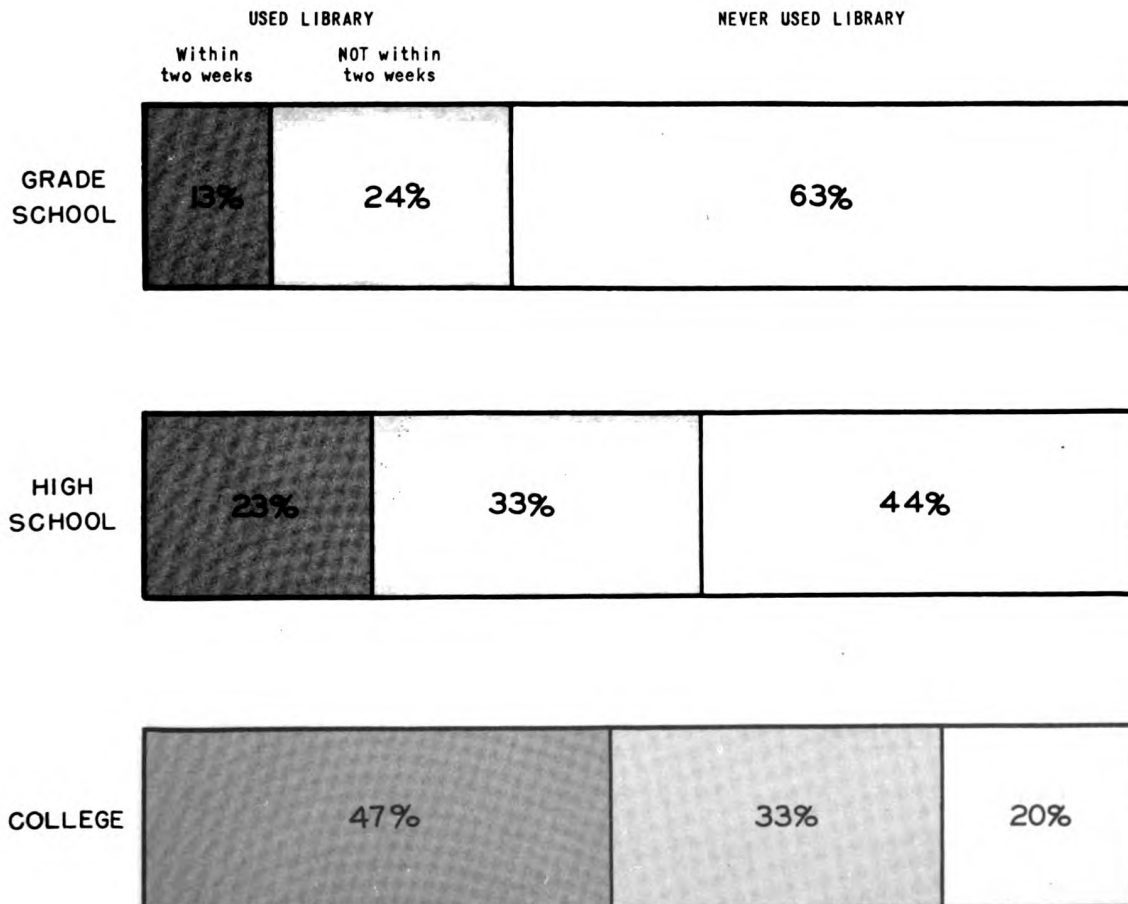
WHO USES THE LIBRARIES

--HOW EDUCATION AFFECTS ATTENDANCE

HOW MANY SOLDIERS USE THE LIBRARY?



HOW EDUCATION INFLUENCES USE



CAN ATTITUDES BE CHANGED BY MOTION PICTURES ?

This was a controlled scientific field experiment conducted at three Replacement Training Centers in November and December, 1942.

The purpose: to measure the effectiveness of "Prelude to War," one of a series of films produced by the Information Branch of Special Service.

The picture dramatizes how the Axis powers set the stage for war.

At each camp one group of recruits saw the film and was tested a week later. They were carefully matched against another group tested, which did not see the film.

A single 50-minute movie cannot be expected to change radically life-time beliefs. The study reveals, however, that a week after the showing of the film, significant effects are present.

The picture has a positive effect, at every educational level and in every camp, of increasing the belief that the dictatorial nations seriously threaten our way of life.

The film is likewise effective at every educational level and in every camp, in increasing respect for the military might of the Axis. In so doing, however, the film reduces confidence in our own military might.

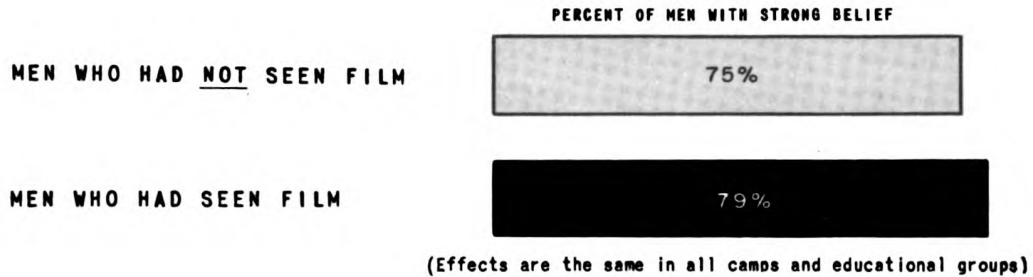
Information tests used in the study demonstrate which topics developed in the film are remembered and which are not.

Evidence shows that when a particular topic is featured and hammered hard, even the minute facts are remembered. But when a topic -- although important -- is handled incidentally, little increase in knowledge is evidenced.

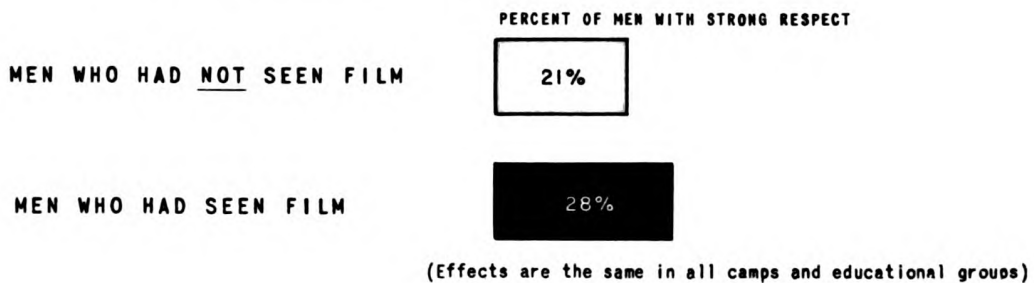
Men who see the film are enthusiastic. 8 out of 10 say they like it "very much".

EFFECT OF FILM "PRELUDE TO WAR" ON NEW RECRUITS

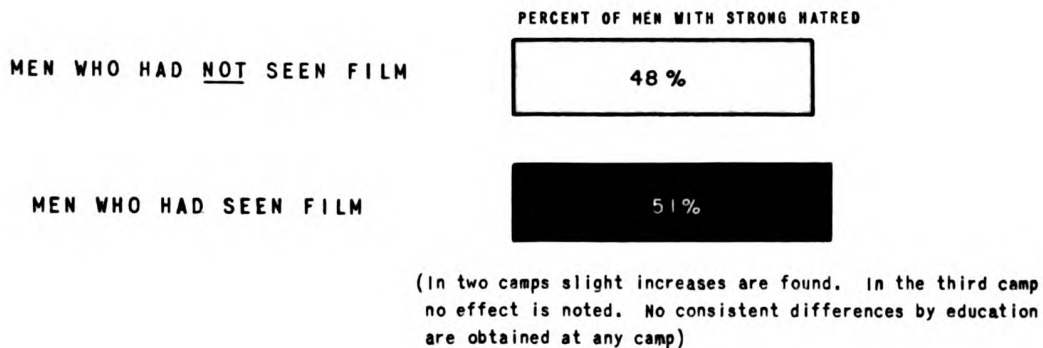
INCREASES BELIEF THAT THE DICTATOR NATIONS SERIOUSLY THREATEN OUR WAY OF LIFE



INCREASES RESPECT FOR AXIS MILITARY STRENGTH



LITTLE APPARENT EFFECT ON HATRED OF THE ENEMY



EFFECTS OF INFORMATION PROGRAMS DEPEND ON THE KINDS OF MEN TO BE REACHED

To know the general attitudes of the so-called "average" soldier is not always enough.

The Information Branch of Special Service must know how different groups think and react to a given appeal.

Research studies yield valuable evidence toward this end. They reveal how the same information differs in effectiveness, depending, for example, upon the educational levels of the soldier audience.

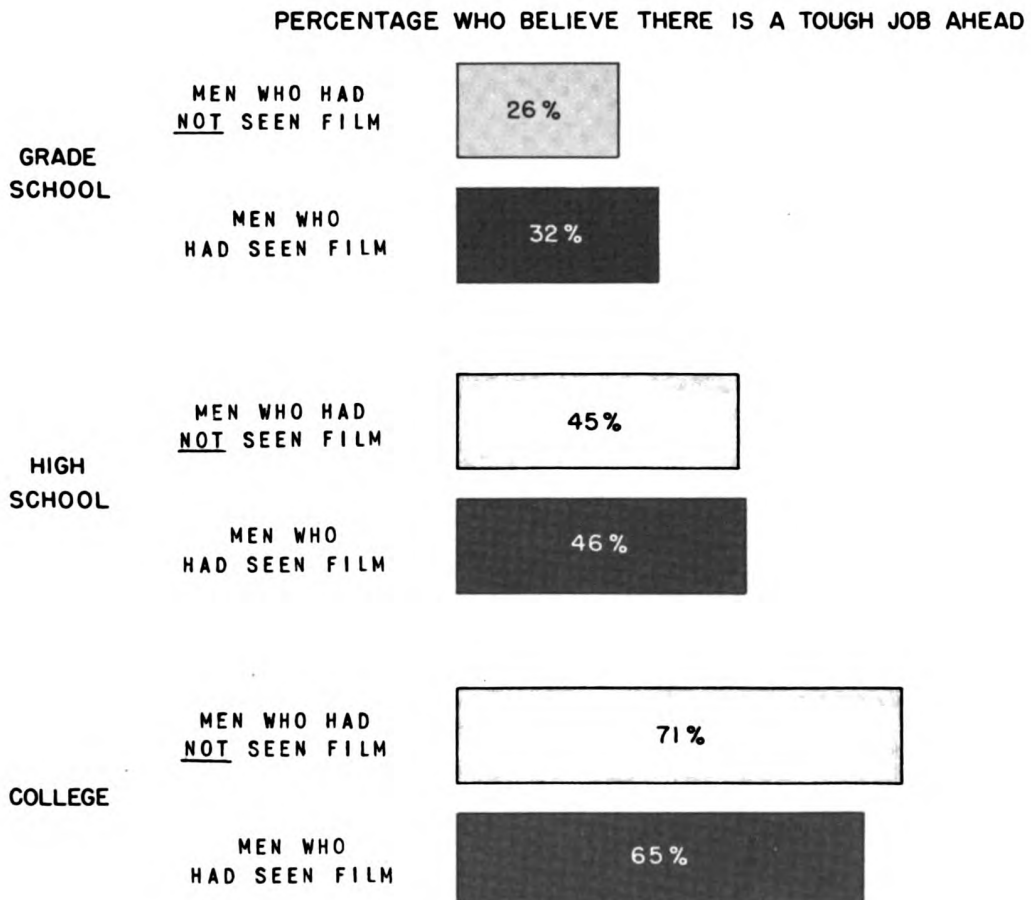
The grade school man may react in one way, the college man in quite another.

An illustration of this came out of the study of the film "Prelude to War." It was found that the picture had opposite effects on the educated and uneducated, with respect to convincing the man a tough job lies ahead in winning the War.

The charts on the opposite page give further details.

MEN WHO SAW THE SAME PICTURE WERE LEFT WITH DIFFERENT IDEAS

INFLUENCE OF "PRELUDE TO WAR" ON REALIZATION
OF "TOUGH JOB AHEAD" IN WINNING THE WAR,
AS SHOWN BY EDUCATIONAL LEVEL



THIS PATTERN OF EFFECTS WAS THE SAME IN ALL THREE CAMPS

THE WORK AHEAD

RESEARCH STUDIES NOW IN PROGRESS OR IN PREPARATION

1. Planning Survey, comparing the attitudes and problems of junior officers with those of enlisted men.
2. Planning Survey, comparing the attitudes and problems of Negroes stationed in Northern and Southern camps.
3. Panel Survey, studying the attitudes of troops toward civilians as a factor in Army morale.
4. Field Experiments to measure the effectiveness of the second and third films on "Why We Fight", produced by the Information Branch of Special Service.
5. Follow-up study of problems of the American soldier in Great Britain.

* * *

A number of different kinds of studies needed by various branches of the War Department are still in the early discussion or planning stages.

* * *

The morale problems of the soldiers isolated at outlying bases in the Pacific, North Atlantic, and Caribbean will require increased research attention in 1943, as will off-duty problems of soldiers in active theatres of operation.

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*Requests for any of the Complete Reports
from which this Digest has been compiled
should be addressed to*

COMMANDING GENERAL, SERVICES OF SUPPLY
ATTENTION: DIRECTOR, SPECIAL SERVICE DIVISION
WAR DEPARTMENT, WASHINGTON, D. C.

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